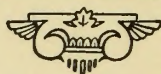



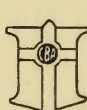




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THE BOSTON ALLIED PRINTING TRADES COUNCIL

A Thesis

Submitted by

Thomas Richard McKeough

(B.S. in B.A., Providence College, 1942)

In Partial Fulfillment of Requirements for  
the degree of Master of Business Administration

1948



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## INTRODUCTION

During the late 80's and the early 90's, the International Typographical Union was an industrial union comprising all the trades that were employed by the newspaper and book and job industries. The craftsmen in the trades that were the last to develop felt that their interests could best be served in an organization that was not dominated by compositors and proceeded to organize their own unions. Although the younger crafts formed their separate International Unions, the printing trades are employed by the same industries and this factor provides the common interest which fosters cooperation. The medium through which the printing trades cooperate with each other are the local Allied Printing Trades Councils.

The separate International unions signed written agreements governing the trade councils; but these contracts covered only specific points and whether a particular trade council is active or passive in union affairs greatly depends upon the attitude of the local unions.

In the city of Boston the printing unions were willing to assist and work with each other, and, accordingly, the Boston Allied Printing Trades Council has played an important part in promoting the welfare of the Boston printing unions.

The activities of the Boston Council ranged from advocating the use of the Allied Printing Trades' Union Label to the signing of joint collective bargaining contracts for several of its affiliated unions.

The aims of this thesis are to describe the activities of the Boston Council and to determine if at the present time circumstances warrant the continued existence of the Boston Council.

Secession of the younger crafts from the International Typographical





Union resulted in the signing of agreements which regulated some of the activities of the local allied printing trades councils. For this reason the circumstances surrounding these secessions are described in this thesis. Because the early history of the Typographical Union is also the history of the other printing unions, a brief history of the development of the I.T.U. is also included.

which resulted in the signing of agreements which regulated some of the  
activities of the local allied military formations. For this reason  
and the circumstances surrounding these negotiations are described in this  
volume. Because the early history of the International Union is also  
the history of the other related unions, a brief history of the develop-  
ment of the I.U.B. is also included.



## Chapter I

## EARLY ORGANIZATIONS OF JOURNEYMEN PRINTERS

There were evidences of group action among craftsmen of the printing trade in the pre-revolutionary era of this country, but as in other trades these associations were temporary organizations, formed to meet some exigency of the trade and then disjoined once the crisis was over. In 1776 journeymen printers of New York City banded together and struck for higher wages. The strike was successful and, satisfied that their demands were met, the journeymen saw no need to continue their organization.<sup>1</sup> When such group action was deemed necessary, a private home was selected for the gathering, and word passed among the printers as to the date, place, and purpose of the meeting. The first order of business was the election of officers, who, after being seated, presided over the discussion of their problem. Once a course of action had been agreed upon by the majority of those present, all the printers would then sign a written statement swearing to follow the policy enacted upon.

Within a city-wide association of journeymen printers there were usually smaller units known as "Chapels". This term is still used in the trades today and refers to the coalition of employees of any one printing-house. The man selected by the employees of a company to represent them in their dealings with the management was given the title of "Father", with a status corresponding to the "Shop Steward" of present day labor unions.

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<sup>1</sup> George A. Tracy, History of the Typographical Union, (Indianapolis, Indiana, International Typographical Union, 1913) p. 18.

## THEORY OF THE FIRM

There were witnesses of some action toward the firm-  
 ing trade in the pre-revolutionary period of this country, but as in other  
 trades these associations were temporary organizations, formed to meet  
 some exigency of the trade and then dissolved when the crisis was over.  
 In 1770 John Jay, publisher of the New York City Gazette, and others  
 for higher wages. The strike was successful and, satisfied that their  
 demands were met, the journeymen did not feel it prudent to organize.  
 action.<sup>1</sup> When each group action was based on a particular  
 was selected for the gathering, and would remain under the guidance of an  
 the date, place, and purpose of the meeting. The first order of business  
 was the election of officers, who, after being elected, presided over the  
 discussion of their problem. When a course of action had been agreed  
 upon by the majority of those present, all the members would then sign  
 a written statement agreeing to follow the action decided upon.

Within a city-wide association of journeymen printers there were  
 usually smaller units known as "societies". This form is still used in the  
 trades today and refers to the coalition of employees of one or printing-  
 houses. The men selected by the employees of a company to represent them  
 in their dealings with the management are given the title of "delegates".  
 with a status corresponding to the "shop steward" of present-day labor  
 unions.

<sup>1</sup> George A. Brady, *History of the Typographical Union* (New York: Collins, Indiana, International Typographical Union, 1915), p. 30.



Organization of city-wide associations of journeymen printers necessarily demanded that the chapels cede some authority over their members in the interest of establishing efficient operation of the city-wide societies. On the whole this grant of power by the chapels was readily forthcoming, but many misunderstandings resulted as to the scope and degree of power vested in either the smaller or the larger units concerning the establishment of wage scales, calling of strikes, disciplining members, and other trade questions. The power of the city-wide societies gradually increased, so that today the authority of the chapels is limited to the disciplining of members who violate chapel rules not in conflict with the laws of the local union, and even in this respect, disciplined chapel-members have the right of appeal to the city local.<sup>1</sup>

In 1795 the Typographical Society of New York was founded in that city and was one of the first to be established with some idea of permanency, and not to meet some particular emergency of the trade. This organization continued to exist for two and one-half years. The Philadelphia Typographical Society was established in 1802 and exists today as the oldest organization of the craft, although in 1831 its activities were restricted to those of a benevolent association.<sup>2</sup>

By 1815 there were societies established in Boston, Washington, Albany, New York City, and Philadelphia, marking the greatest extent of organization yet experienced in the printing trades.<sup>3</sup>

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1 Reports of the Industrial Commission; Labor Organization, Labor Disputes and Arbitration, and on Railway Labor, Vol. 17, U.S. Printing Office, Washington, D.C., 1901, p. 80.

2 Tracy, op. cit., p. 21.

3 George E. Barnett, The Printers (Cambridge, Mass., American Economic Association, Series III, Vol. X, Oct. 1909), p. 6.





The societies of this era were of a uniform type in that they were organized primarily to increase wages or to prevent their reduction.<sup>1</sup> When a society was first organized the spirit of collective action was strong and many journeymen were willing to join, and even those that did not, readily supported the organization.<sup>2</sup> However, if a society failed to accomplish its purpose it soon ceased to exist, if it won its point it continued to live partly as a fraternal and partly as a trade-regulating society, the degree of which depended upon the attitude of the members of each society.<sup>3</sup>

The conservative element within the early journeymen associations were those who believed that, once the original trade-regulating goal of the members was accomplished, the society should direct its energies to beneficiary functions such as sick aid, death benefits, etc. Opposing them were the radicals who maintained that trade conditions were properly included within the activities of the association. The N.Y. Typographical Society influenced other societies to take the more radical position although it became a purely benevolent association when it accepted its charter of incorporation from the state of New York in 1818.<sup>4</sup> An important precedent set by the above society was the exclusion of employers from journeymen printer organizations.

It had been the practice of the early societies to permit employer printers to join the organization as long as they paid the accepted scale of wages and otherwise remained in good standing. Many journeymen who

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1 Barnett, op. cit., p. 7.

2 Barnett, op. cit., p. 7.

3 Barnett, op. cit., p. 7.

4 Tracy, op. cit., p. 43.





later became employers chose to remain members for the benevolent activities these societies offered, or for other personal reasons. In 1815, the New York society stated the following: "This society is a society of journeymen printers and as the interests of the journeymen are separate and in some respects opposite to that of employers, we deem it improper that they should have any voice or influence in our deliberations." The society then passed a resolution placing employer printers without the limits of the society and withdrew their right to vote on any question or to pay any dues.<sup>1</sup>

Other major steps taken by the New York society occurred in the year 1809 when it issued a letter to master printers of New York City, stating the wage to be received for all general classes of work, and expelled members who secretly worked for employers when the society was engaged in a strike to enforce these demands. In the same year this society issued a circular letter to all the societies existing proposing an exchange of "rat lists" which were to name all the journeymen who worked for less than the accepted scale of wages. In 1811, this same society limited the age at which apprentices could begin their training period.<sup>2</sup>

A good example of the influence of the conservative element was the Philadelphia Society. After successfully establishing a higher wage scale, this organization began to concentrate on such activities as sick benefits and death insurance.<sup>3</sup>

The Albany Society of 1816 followed the policy of the New York organization and perhaps was the most radical of early societies, re-

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1 Tracy, op. cit., p. 41.

2 Tracy, op. cit., pp. 32, 33, 38.

3 Tracy, op. cit., p. 45.

later became significant to the history of the movement. In  
1815, the New York Society for the Abolition of the Slave Trade  
was organized, and as the history of the movement  
is recorded and in some respects opposite to that of England, it  
does it appear that there should have been some influence in our  
history. The society then issued a resolution stating that  
it would not support the trade in slaves and that it would not  
take any action on any question of the slave trade.

Other major events in the history of the movement in the year  
1808 when it issued a letter to the members of the New York Society  
stating that it would not support the trade in slaves and that it  
would not take any action on any question of the slave trade.  
In a letter to the members of the society in the year 1815, it  
issued a circular letter to all the members of the society proposing an  
exchange of "free lists" which were to name all the members who  
for less than the amount of \$100. In 1815, the society  
issued the first of which was a list of names of the members who  
A good example of the influence of the movement in the  
Philadelphia Society. After successfully establishing a higher  
society, this organization began to concentrate on the abolition of the  
slave trade and the slave trade.

The Albany Society of 1815 followed the policy of the New York  
organization and perhaps was the most radical of early abolition.

1. Thompson, pp. 11, 12.

2. Thompson, pp. 11, 12.

3. Thompson, pp. 11, 12.



fusing to permit its members to work in offices with men receiving less than the scale of wages.<sup>1</sup> The Washington Society, although patterned after the more conservative Philadelphia group, steadily maintained an active interest in trade questions and remains today the only one of the early societies that exists as a modern trade union. In 1806, the journeymen shoemakers of Philadelphia were found guilty of conspiracy by the court because they had jointly demanded a wage increase from their employers.<sup>2</sup> Workers in other trades were found guilty of the same charge, but there is no evidence that this influenced printers to direct their activities along fraternal rather than trade lines. Journeymen presented their demands openly and employers gave no hint that they would prosecute them for such trade activities.<sup>3</sup> It follows therefore, that the transition of societies from mainly benevolent organizations, (after their original demands were met) to that of a modern trade union was unaffected by legal consequences; wages, length of the working day, and other trade questions were considered as being within the proper scope of the societies as the journeymen began to understand what type of organization best suited their interests.

The early societies were short-lived, having periods of sudden growth followed by periods of recessions, the latter coinciding with industrial depression.<sup>4</sup> The years 1815-1830 proved to be highly unfavorable to the development of societies. No new societies were formed with the exception of the Franklin Typographical Society of Boston and by

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1 Tracy, op. cit., p. 56.

2 Prentice Hall Labor Course, Earl W. Mounce, Ed. (Prentice Hall, N.Y.C., 1947), p. 109.

3 Prentice Hall, op. cit., p. 109.

4 Barnett, op. cit., p. 15.

being to permit the members to work in efforts with the remaining two  
 then the basis of action. The Washington Conference, although organized as  
 for the cooperative Philadelphia group, actually maintained an ex-  
 tensive interest in trade questions and reached today the only one of the  
 early resolutions that deals with a concrete trade matter. In 1903, the four-  
 nation statement of Philadelphia was found partly of consequence in the  
 course because they had jointly intended a new program from their action  
 one. The interest in these matters was found partly of the same nature, but  
 there is no evidence that this intended program in direct effect  
 vision about the same time. The program was not  
 demands quickly and vigorously gave no hint that they would undertake this  
 for each trade resolution. It follows therefore, that the resolution of  
 resolution from which national organizations, after their original  
 demands were met, as that of a national trade union was mentioned by in-  
 Gal consequently, within limits of the working day, and other trade  
 questions were considered as being within the scope of the na-  
 tional as the program began to understand that type of resolution  
 had united their interests.

The early resolution was three-fold, having periods of action  
 given followed by periods of resolution, the latter resolutions also in-  
 cluded resolutions. The years 1915-1920 proved to be highly unprop-  
 icious for the development of resolution. By now resolutions were found with  
 the exception of the Franklin D. Roosevelt Committee of Inquiry and by

1 Trade, pp. 111, p. 100.

2 Practice Hall, New Bureau, Carl V. Henshaw, Ed. (1911-1912)  
 Phil. P. V. U. 1927, p. 100.

3 Practice Hall, pp. 111, p. 100.

4 Bureau, pp. 111, p. 100.



1830 the only trade regulating society known to be in existence was the Columbia Typographical Society of Washington. From 1830-1836 Typographical Societies were established in the following cities: New York, New Orleans, Baltimore, Cincinnati, Philadelphia, Richmond, Natchez, Charleston, Augusta, Georgia, and Columbia, South Carolina. Additional or new organizations were established in Boston, Lexington in Kentucky, St. Louis, Louisville, Vicksburg, Columbus, Detroit, Rochester, Frankfort, Tallahassee and Jackson, Mississippi, in the period between 1836 and 1840.<sup>1</sup> Associations formed in this revival period were as short lived as those of the earlier years of 1800-1815, for the only unions which date their origin from this era are the Baltimore and Richmond Beneficial Societies.<sup>2</sup>

In 1848 organization of journeymen printers began again, and since 1850 coalitions of printers for maintaining prices have been in continuous existence in practically all of the larger American cities.<sup>3</sup>

### Nationalization

Cooperation between the early societies of journeymen printers preceded and perhaps promoted the later attempts to establish a nationwide organization. After a society became established it began to correspond with journeymen organizations in other cities. The chief cause of contact was the notification of the establishment of a price list by one city society, in order to forestall the anticipated efforts of employers to secure journeymen from other cities to replace the

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1 Barnett, op. cit., p. 12.

2 Barnett, op. cit., p. 13.

3 Barnett, op. cit., p. 14.

1850 the only trade paper was the  
Columbia Geographical Society of Washington. From 1850-1855  
local societies were established in the following cities: New York, New  
Orleans, Baltimore, Philadelphia, Richmond, Boston, Wash-  
ton, Augusta, Georgia, and Columbia, South Carolina. Additional or new  
organizations were established in Boston, Jackson in Kentucky, St.  
Louis, Louisville, Vicksburg, Cincinnati, Toledo, Chicago, Portland,  
Milwaukee and Jackson, Mississippi. In the period between 1855 and  
1860, 1. Associations formed in this period were as follows:  
as those of the earlier years of 1850-1855, for the cities which  
have their origin from this era are the Baltimore and the one established  
Societies.

In 1860 organization of foreign-born citizens began again, and also  
1860 coalition of citizens for maintaining rights have been in con-  
tinuous existence in practically all of the larger American cities.

#### Immigration

Cooperation between the early societies of foreign-born citizens  
preceded and helped promote the later efforts to establish a nation-  
wide organization. After a society meeting established in 1860  
contacted with foreign-born organizations in other cities. The chief  
cause of contact was the realization of the establishment of a policy  
list by one city society. In order to forward the anticipated efforts  
of citizens to secure immigrants from other cities to receive the

1 Bureau, op. cit., p. 12.

2 Bureau, op. cit., p. 12.

3 Bureau, op. cit., p. 14.



striking printers in the event of a strike. When a society in a particular city became strong enough to force an acceptance of their demands by the master printers, the latter often would advertise in other cities for journeymen.<sup>1</sup> The Boston Society on March 16, 1816, sent a letter to the several journeymen organizations informing them of a new wage demand presented to Boston employers, and stated that they contemplated that the employers would advertise in other cities for journeymen printers. The letter went on to explain that there were between 50 and 60 unemployed printers in Boston at that time, and concluded by asking the societies to restrain their members from travelling to Boston during the expected strike.<sup>2</sup>

The New York Society of 1809, prompted by a warning from the employers of the New York printing offices of the danger of customers having their work done outside the city, where the wage scale was lower, sent letters to the Albany and Philadelphia societies urging them to raise their scale as high as that existing in New York.<sup>3</sup> Similar action was taken by the Columbia Typographical Society of Washington in 1815 when it issued a circular letter to the Boston, Philadelphia, New York City, Albany and Baltimore societies, informing them of its price lists, and stating it hoped that prices in other cities were as high.<sup>4</sup> Earlier examples of correspondence urging joint action are on record. In 1802, the Franklin Typographical Society of New York proposed to the Philadelphia Society that they should act together to secure an

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1 Barnett, op. cit., pp. 16, 17.

2 Tracy, op. cit., p. 55.

3 Tracy, op. cit., p. 39.

4 Tracy, op. cit., pp. 52-53.





additional duty on foreign books.<sup>1</sup> The Baltimore Society, in 1803, requested Philadelphia to concur with them on a resolution concerning a proper training program for apprentices.<sup>2</sup>

Lists of the names of unfair journeymen who worked for less than the accepted wage scale was another reason for communication between the societies. "Rat lists" were exchanged between the New York and Philadelphia Societies as early as 1809.<sup>3</sup> In that same year the New York Typographical Society issued a circular letter to all societies proposing an exchange of "rat lists".<sup>4</sup>

A further cause for cooperation between the various societies was the attempts of such organizations to enable journeymen of good standing, when leaving the city, to secure favorable terms of admission to the society in the city to which he was travelling.<sup>5</sup> Travelling cards were issued by the New York Typographical Society in 1818 to all journeymen of the society leaving the city.<sup>6</sup> In 1824, the Franklin Typographical Society of Boston presented a certificate to each departing journeyman which certified that the holder was a member in good standing of the society.<sup>7</sup>

Formation of new societies in the 1830's brought about a greater degree of cooperation among the journeymen organizations,<sup>8</sup> and, in

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1 Barnett, op. cit., pp. 16-17.

2 Ibid.

3 Ibid., pp. 18-19.

4 Tracy, op. cit., p. 30.

5 Barnett, op. cit., p. 20.

6 Ibid., p. 21.

7 Ibid.

8 Ibid., p. 22. Tracy, op. cit., p. 81.

additional help on foreign travel. The Baltimore Society, in 1902, requested Philadelphia to donate with them to a resolution concerning a more binding program for expansion.<sup>1</sup>

Since the year of 1902, the movement of travel for last year the society was again was another reason for Philadelphia's decision. The society, "New York" was organized before the last year and Philadelphia decided to work in 1902.<sup>2</sup> In that same year the New York Geographical Society issued a circular letter to all societies proposing an exchange of "New York".<sup>3</sup>

A further reason for cooperation between the various societies was the attempt of each organization to make a movement of good work. In 1902, when leaving the city, to make a circular letter of invitation to the society in the city as well as was traveling.<sup>4</sup> Traveling, which were issued by the New York Geographical Society in 1902 to all societies of the society leaving the city.<sup>5</sup> In 1902, the Philadelphia Geographical Society of Boston presented a resolution to each department which notified that the society was a member in good standing of the society.<sup>6</sup>

Formation of new societies in the 1900's brought about a greater degree of cooperation among the transportation organizations.<sup>7</sup> and, in

<sup>1</sup> Journal, pp. 115, 116, 117.

<sup>2</sup> Ibid.

<sup>3</sup> Ibid., pp. 118-119.

<sup>4</sup> Travel, pp. 115, 116.

<sup>5</sup> Journal, pp. 115, 116.

<sup>6</sup> Ibid., p. 11.

<sup>7</sup> Ibid.

<sup>8</sup> Ibid., p. 11. Travel, pp. 115, 116.



1834, the Columbia Typographical Society of Washington made the first concrete proposal that the independent societies should form an association. This society, because of its fight against General Duff Green's School for Apprentices, became well known among the other societies. Control over the number of apprentices had by this time become a vital question of the trade and all the societies had lengthened the training time from three to four, and from four to five years, in the hope of reducing competition from this source.<sup>1</sup> Although nothing came of this proposal of the Columbia society as far as establishing a national organization, the defeat of Green's school was of vital interest to all journeymen printers, and this common cause was instrumental in furthering the cause of unification.<sup>2</sup>

On November 6, 1835, the Cincinnati Society sent out a circular letter calling for a national convention to establish a national society of journeymen printers.<sup>3</sup> The national society had three purposes. They were;

- (1) All societies would support the price list established by each city organization.
- (2) Men pronounced unfair by one society, to be considered so by all other societies.
- (3) Journeymen having certificates certifying that they are in good standing in one society to receive preference over all other journeymen in obtaining employment.<sup>4</sup>

Acting on this suggestion the Columbia Society issued an invitation

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1 Tracy, op. cit., p. 77.

2 Ibid., p. 83.

3 Barnett, op. cit., p. 24.

4 Tracy, op. cit., pp. 83-84.

1934, the Columbia Typographical Union of Washington and the first  
concrete proposal that the independent societies should form an assoc-

iation. This society, because of its right against General LIT Union's

School for Apprentices, began with many other societies.

Control over the matter of apprenticeship by this time became a vital

question of the trade and all the societies had approached the same

long time from three to four, and from four to five years, in the hope

of reducing competition from this source. Although meeting was at

this proposal of the Columbia society as far as establishing a national

of organization, the failure of present society was of vital interest to

all Journeymen printers, and this common cause was instrumental in

furthering the cause of unification.

On November 2, 1935, the Columbia society sent out a circular

letter calling for a national convention to establish a national society

of Journeymen printers.<sup>1</sup> The national society had three purposes. They

were:

(1) All societies would support the union with unqualified  
by each city organization.

(2) All Journeymen would be one entity, to be considered  
as by all other societies.

(3) Journeymen having qualifications qualifying them they  
are in good standing in the society as members and  
formers over all other Journeymen in obtaining em-  
ployment.<sup>2</sup>

Adding to this suggestion the Columbia society issued an invitation

1 Trade, op. cit., p. 17.

2 Ibid., p. 33.

3 Domestic, op. cit., p. 24.

4 Trade, op. cit., pp. 33-34.



to all societies to send members as delegates to a convention in Washington to form a national union, and on November 7, 1836, delegates from Baltimore, New York, Harrisburg, Philadelphia, New Orleans, and Washington met in that city.<sup>1</sup> The convention lasted a week during which a constitution was adopted and resolutions passed, whereby each society agreed to follow the proposals of the Cincinnati Society stated above.<sup>2</sup> The first session of the National Society was held in New York in 1837 with delegates from Philadelphia, Baltimore, Washington, Cincinnati, Harrisburg, Mobile, New Orleans, and New York. The National Typographical Association was the name adopted for the society and the delegates adjourned to meet in Philadelphia in 1838, but this convention was never held and the first attempt to form a national union failed.<sup>3</sup>

During the industrial recession of the early forties, the efforts of the various societies were concentrated on keeping their own organization intact and little if any consideration was given to the formation of a national union. However, with a revival of unionism in the late forties the Societies of New York, Boston and Philadelphia issued a joint call for a convention to be held in New York on December 2, 1850. In addition to the unions promoting the convention, delegates from Albany, Baltimore, Louisville and Trenton were present.<sup>4</sup> This convention was in session four days, the greater part of which was occupied in drawing up of an address to be mailed to all local journeymen organizations throughout the country, describing the functions of the proposed national organization. The body of this address reaffirmed the three

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1 Barnett, op. cit., p. 24. Tracy, op. cit., p. 86.

2 Barnett, op. cit., p. 25.

3 Ibid., p. 25.

4 Ibid., p. 26.

to all sections to send members as delegates to a convention in Washington, D. C., on November 7, 1933. Delegates from  
 Baltimore, New York, Philadelphia, New Orleans, and Wash-  
 ington were in that city. The convention lasted a week during which a  
 constitution was adopted and resolutions passed, whereby each section  
 agreed to follow the program of the National Society stated above.  
 The first session of the National Society was held in New York in 1933  
 with delegates from Philadelphia, Baltimore, Washington, Philadel-  
 phia, Baltimore, New York, New Orleans, and New York. The National Society  
 local Association was the name adopted for the society and the delegates  
 adjourned to meet in Philadelphia in 1934. This convention was never  
 held and the first attempt to form a national union failed.  
 During the industrial recession of the early forties, the efforts  
 of the various sections were concentrated on keeping their own orga-  
 nization intact and little if any consideration was given to the form-  
 tion of a national union. However, with a revival of activities in the  
 late forties the activities of New York, Boston and Philadelphia formed  
 a joint call for a convention to be held in New York or December 2, 1947.  
 In addition to the authors presenting the convention, delegates from Bal-  
 imore, Baltimore, Louisville and New York were present. This convention  
 was in session four days, the greater part of which was devoted to  
 drawing up of an address to be mailed to all local township organiza-  
 tions throughout the country, describing the functions of the proposed  
 national organization. The body of this address was revised and then

1 Baltimore, Md., p. 14. From, pp. 14, p. 14.

2 Baltimore, Md., p. 15.

3 Ibid., p. 16.

4 Ibid., p. 18.



objectives of the earlier convention in 1836, plus resolutions favoring a limitation on the number of apprentices to be admitted to the trade, and establishing the right of a society to call on a sister union for a loan up to one dollar per member during a strike or other emergency. Resolutions opposing contract printing by the several states and the establishing of a government printing office were also included.<sup>1</sup>

Baltimore was chosen for the second national convention and on September 21, 1851, delegates from eight states attended and a constitution for the National Typographical Union was drawn up and approved by the delegates to the convention. On May 3 in the following year, the third annual convention was held in Cincinnati and after some preliminary proceedings it resolved itself into the first session of the National Typographical Union.<sup>2</sup> Since that time the national organization has been in continuous existence and is the oldest of the national trade unions in the United States.<sup>3</sup> With the admittance of Canadian locals into the national union, the word International was substituted for National in 1869.<sup>4</sup>

According to the terms of its constitution, the I.T.U. had been granted considerable power. All the local unions were bound to obey its directives under the penalty of expulsion, but the national body did not use this grant of authority to any noticeable extent. During the period from 1852-55, the functions of the National Union were almost entirely involved in extending and developing the type of cooperation

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1 Tracy, op. cit., pp. 117-124.

2 Barnett, op. cit., pp. 27-28.

3 Jacob Loft, The Printing Trades (New York, Toronto, Farrar and Rhineheart, Inc., 1944), p. 186.

4 Jacob H. Hollander & George E. Barnett, Studies in American Trade Unionism (New York, Henry Holt & Co., 1906), p. 23.

objectives of the earlier movement in 1880, this resolution providing  
 a limitation on the number of representatives to be elected to the union,  
 and authorizing the right of a society to call on a sister union for a  
 loan up to one dollar per member during a period of three months.  
 Resolutions regarding contracts entered into by the members, and the  
 establishing of a government printing office were also included.  
 Delegates were chosen for the second national convention and on  
 September 21, 1887, delegates from eight states assembled at a conven-  
 tion for the National Typographical Union was then organized by  
 the delegates to the convention. On May 1 of the following year, the  
 first annual convention was held in Cincinnati and after some prelimi-  
 nary proceedings it resolved itself into the first session of the Na-  
 tional Typographical Union.<sup>1</sup> Since that time the National Typographical  
 Union has been in continuous existence and is the oldest of the national trade  
 unions in the United States.<sup>2</sup> With the exception of American Journeymen  
 into the national union, the first international was substituted for  
 national in 1895.<sup>3</sup>  
 According to the terms of the constitution, the I.T.U. has been  
 created as a national union. All the local unions were bound to obey  
 its directives under the penalty of expulsion, but the national body  
 did not use this power of authority to any considerable extent. During  
 the period from 1887-88, the functions of the National Union were almost  
 entirely limited to attending and developing the type of convention

1. Report on the 1st National Convention, pp. 117-118.

2. Report on the 2nd National Convention, pp. 17-18.

3. Handbook for the Printing Trades (New York: American Printing House, 1900), pp. 1-2.

4. Handbook for the Printing Trades (New York: American Printing House, 1900), pp. 1-2.



that had already existed among the local unions.<sup>1</sup> Its main function was to prevent employers from hiring strike-breakers and to prevent journeymen printers from violating wage scales set by local unions.<sup>2</sup> During this period, rules were adopted covering such important trade questions as apprenticeships, length of the working day and the standard of type, but since the National Union had no means other than expulsion to enforce these findings they were always expressed as "recommendations".<sup>3</sup>

In the year 1860, journeymen printers began to feel that the autonomy of the local unions was to a considerable degree responsible for the ineffectiveness of the National Organization. Acknowledging popular opinion, the local unions in 1885 agreed to the setting up of a defense fund to be administered by the International Office.<sup>4</sup> Possession of a defense fund gave the I.T.U. a high degree of control over the local unions, for in order to receive strike benefits each local had to secure the sanction of the International Executive Council before calling a strike. By the turn of the century this procedure developed to the point where all collective bargaining agreements of local unions had to be submitted to the International body for approval, before being signed.<sup>5</sup>

In order to develop a common policy in the face of mechanization of the industry, control of many matters formerly considered under the jurisdiction of locals have come under the control of the International body. The refusal to oppose the introduction of the linotype and encouraging the printers to learn the machine's operation is an example

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1 Robert K. Burns, *Daily Newspapers*, New York, The Twentieth Century Fund, 1942, p. 48.

2 National Labor Relations Board, Collective Bargaining in the Newspaper Industry, Division of Economic Research Bulletin #3, October, 1938, p. 48.

3 Burns, op. cit., p. 48.

4 Barnett, op. cit., p. 38.

5 Burns, op. cit., p. 49.

that had already existed among the local unions.<sup>1</sup> The main function was to prevent employers from hiring strike-breakers and to prevent employers from violating wage scales set by local unions.<sup>2</sup> During this period, rules were adopted covering such important trade questions as apprenticeship, length of the working day and the standard of living but since the National Union had no more other than questions to inform these things they were always expressed as "recommendations".<sup>3</sup>

In the year 1900, however, printers began to feel that the autonomy of the local unions was to a considerable degree responsible for the ineffectiveness of the National Organization. Acknowledging popular opinion, the local unions in 1902 agreed to the setting up of a National Fund to be administered by the International Union.<sup>4</sup> However, at a balance fund gave the I.U. a high degree of control over the local unions. For in order to receive strike benefits each local had to secure the sanction of the International Executive Council before calling a strike. By the turn of the century this procedure amounted to the point where all collective bargaining agreements of local unions had to be submitted to the International body for approval before being signed.<sup>5</sup>

In order to develop a common policy in the face of competition in the industry, control of many matters formerly considered under the jurisdiction of locals have come under the control of the International body. The refusal to approve the introduction of the strike and in organizing the printers to leave the machine's operation is an example.

1 Robert E. Burns, *Daily Newspaper*, New York, New York, Century Fund, 1947, p. 48.

2 National Labor Relations Board, *Collective Bargaining in the Newspaper Industry*, Division of Economic Research, Bulletin No. 10, 1938, p. 48.

3 Burns, op. cit., p. 48.

4 Burns, op. cit., p. 48.

5 Burns, op. cit., p. 48.



of the intelligent policy followed by the I.T.U.<sup>1</sup> By assuming control over the organization of new locals and the administration of the Union Printers Home, death benefits and other beneficiary functions, the International body has increased its power.<sup>2</sup> Notwithstanding the growth of authority in the central body, each local continues to exercise a high degree of jurisdiction, and international officers seeking to remain in power must consider the wishes of the local unions.

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1 Burns, op. cit., p. 49.

2 Hollander and Barnett, op. cit., pp. 32-33.

of the international policy followed by the I.T.O.<sup>1</sup> By assuming control over the organization of new lands and the administration of the Union, therefore, these countries and other secondary partners, the international body has increased its power.<sup>2</sup> Consolidating the growth of authority in the central body, each local constituent is provided a high degree of jurisdiction, and international officers tending to re-  
 main in power must consider the status of the local bodies.

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1 Bureau of Int. Aff., p. 42.

2 Hollander and Bennett, op. cit., p. 55-56.



## Chapter II

## REVOLT WITHIN THE TYPOGRAPHICAL UNION

At the time the National Typographical Union was in the process of being organized, the trade of the printer was not divided into separate crafts. Having completed his apprenticeship, the compositor was qualified to perform any of the several tasks found in a printing office. Shortly thereafter, in the larger cities, steampowered presses were installed, and the operators of these machines became the nucleus of a distinct class of workmen within the trade. As the economies and production capacities of the new presses increased with each passing year, more power presses were installed, and their operators, the pressmen, grew in numbers.<sup>1</sup>

The most practical manner in which the small group of early pressmen could enjoy the benefits and protection of a union organization was to seek admittance to the Typographical Union. In 1856, the question of admitting pressmen to the union was brought up at the national convention. There it was decided that admittance of the pressmen to the International Typographical Union was a local affair, to be decided by each subordinate union.<sup>2</sup> Some of the locals, feeling that they should present a solid front to employers, permitted pressmen to join their organization. Other unions were of the opinion that a pressman had no place in a printer's union. The former belief prevailed and pressmen were received by the majority of the local unions. This movement gained further momentum when the International Typographical Union urged all

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1 Hollander & Barnett, op. cit., p. 24.

2 Tracy, op. cit., pp. 162-163.





locals to encourage pressmen to unite with them.<sup>1</sup>

The continued growth of the pressmen, together with their almost universal acceptance by subordinate unions, gave them voice at the International Typographical Union's National Conventions. In 1873, the International body passed a resolution permitting pressmen to form their own local unions when at least seven of them applied for a charter, provided that the compositors' union of that city or town consented.<sup>2</sup>

The question of admitting pressmen to the union created considerable debate among the compositors, but no reference to any like discussion concerning other crafts can be found. A resolution was passed by the delegates at the International Typographical Union's National Convention, in 1864, urging locals to admit stereotypers to their organizations.<sup>3</sup> No objections to this resolution were raised, and it appears that the admittance of the pressmen had created a precedent which opened the way for other printing craftsmen to join the local unions of compositors.

The authority of the National body was very limited in the first three or four decades of its existence, and the question of admitting other workers who were employed in printing houses was decided by each local. In the case of the pressmen and the stereotypers, it should be pointed out that the National Union only "recommended" that they be permitted to join. With local unions exercising almost complete autonomy, the question of admitting other workers employed in the printing trade was in fact decided by each subordinate union.

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1 Tracy, op. cit., p. 172.

2 Letter received by the writer from Don Hurd, Secretary-Treasurer of the I.T.U., dated June 24, 1947, Indianapolis, Indiana.

3 Tracy, op. cit., p. 209.

local to encourage members to make this plan.

The continued growth of the program, together with their almost universal acceptance by subordinate unions, gave them voice at the International Geographical Union's National Conferences. In 1971, the International body passed a resolution providing programs to form their own local unions when at least seven of them applied for a charter, provided that the confederate union of that city or town accepted.

The question of admitting programs to the union created considerable debate among the confederate, but no vote was to any one direction concerning other areas can be found. A resolution was passed by the delegates at the International Geographical Union's National Conference in 1984, urging locals to admit geographers to their organizations. No objection to this resolution was raised, and it appears that the acceptance of the program had created a precedent which opened the way for other existing programs to join the local unions of confederates. The authority of the national body was very limited in the first three or four decades of its existence, and the question of admitting other workers who were employed in related trades was decided by each local. In the case of the program and the geographers, it should be pointed out that the national union only "recommended" that they be admitted to join. With local unions exercising almost complete autonomy, the question of admitting other workers employed in the related trades was in fact decided by each subordinate union.

1. Letter, pp. 115, p. 116.

2. Letter received by the writer from Don Hunt, Secretary-General of the I.G.U., dated June 24, 1947, Indianapolis, Indiana.

3. Letter, pp. 115, p. 116.



Unionization of bookbinders did not follow the general pattern of the pressmen and stereotypers. Book and job printing in the first half of the nineteenth century was only a small side line of the newspaper offices. By 1880, however, it was a distinct industry employing 10,612 bookbinders in 588 shops.<sup>1</sup> Unquestionably, some of the compositors' locals permitted the binders to join their union, but in book-printing houses and binderies, the binders had sufficient numbers to found their own organization. In Boston a union of bookbinders was organized in 1865; they later affiliated themselves with the Knights of Labor, withdrawing from that organization to join the International Brotherhood of Bookbinders, in 1892.<sup>2</sup> The majority of the bookbinders formed their own organizations and affiliated themselves with the I.B.B. when that International Union was organized. Although the International Typographical Union constitution was amended, permitting charters to be issued to binders, only eight unions had applied and of that number four unions went out of existence within a few years.<sup>3</sup>

In 1884 the International Typographical Union appointed a chief organizer. Under the direction of that officer concerted organizational drives to enlist non-union compositors and other allied craftsmen in the International Typographical Union were conducted. Within the next

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1 Emily Clark Brown, Book and Job Printing (New York, The Twentieth Century Fund, 1942), p. 118.

2 Program of the 24th Convention of International Brotherhood of Bookbinders, Boston, Mass., International Brotherhood of Bookbinders, July, 1946, p. 4.

3 Tracy, op. cit., p. 501.

Unionists of bookbinders did not follow the general pattern of the pressmen and typesetters. Book and job printing in the first half of the nineteenth century was only a small part of the new paper of the day. By 1850, however, it was a distinct industry supplying 10,000 bookbinders in 1850. <sup>1</sup> Consequently, some of the new tools, books, printed and written, the binders had not had to make for printing houses and libraries. The binders had not had to make for found their own organization. In 1850 a union of bookbinders was organized in 1850. They later affiliated themselves with the National Labor, withdrawing from that organization to join the International Brotherhood of Bookbinders in 1880. <sup>2</sup> The history of the bookbinders' union was organized and affiliated themselves with the I.B.B. when that International Union was organized. Although the International Typographical Union recognition was awarded, providing benefits to be issued to binders, only eight unions had applied and of that number four unions went out of existence within a few years. <sup>3</sup>

In 1884 the International Typographical Union organized a union of bookbinders. Under the direction of that union, organized printing and delivery to assist non-union organizations and other allied printing in the International Typographical Union were conducted. Within the next

<sup>1</sup> Early Book Press, Book and Job Printing (New York, The Twentieth Century Fund, 1925), p. 115.

<sup>2</sup> Program of the 24th Convention of International Brotherhood of Bookbinders, Boston, Mass., International Brotherhood of Bookbinders, July, 1925, p. 1.

<sup>3</sup> History of the I.B.B., p. 101.



three years separate unions of pressfeeders, stereotypers, and electrotypers, bookbinders and mailers were established.<sup>1</sup> Technological advances had brought into existence two new craftsmen: electrotypers and photoengravers. Since electrotyping was a further development of stereotyping, the electrotypers united with the stereotypers in the same unions. As the two crafts became more distinct their members formed separate unions of electrotypers and stereotypers, although today they still function under one international union. Photoengravers, the last trade to be admitted to the International Typographical Union, shortly formed their own separate unions.

Thus the International Typographical Union, formed along craft lines in the 1850's, had, before the turn of the century, developed into an industrial union embracing all phases of the printing trade.

#### SECESSION

With the exception of the bookbinders, the allied trades joined the International Typographical Union for the protection the older and stronger union of the compositors afforded them. As the younger unions gathered strength they sought more representation in the International Typographical Union's councils, conventions and committees, where the compositors, because of their greater numbers, were always in the majority. The pressmen were the first to object to the dominance of the compositors and demanded greater representation. By way of compromise the International Typographical Union's constitution was amended, requiring that the office of the second vice-president be filled by a practical pressman.<sup>2</sup> Despite this new office, the compositors continued

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<sup>1</sup> Tracy, op. cit., pp. 396-397.

<sup>2</sup> Loft, op. cit., p. 188

These points represent a union of geographical, astronomical, and other-  
 types, geographical and other were established. I. Technological ad-  
 vances had brought into existence two new sciences: electronics  
 and photodynamics. Since electronics was a typical development of  
 electronics, the electron was called into existence in the  
 new union. As the two units began with distinct their common form  
 separate union of electronics and astronomy, although today they  
 still function under the technical union. Photodynamics, the last  
 trade to be subjected to the International Geographical Union, shortly  
 formed their own separate union.

Thus the International Geographical Union, formed along with lines  
 in the 1930's, had before the time of the meeting, developed into an  
 industrial union embracing all phases of the existing trade.

#### CONCLUSION

With the exception of the boundaries, the united trade joined  
 the International Geographical Union for the protection the older and  
 stronger union of the geographers attached there. As the younger union  
 gathered strength they found more representation in the International  
 Geographical Union's committee, conventions and other work, than the  
 geographers, because of their greater numbers, were always in the ma-  
 jority. The geographers were the first to object to the inclusion of the  
 geographers and demanded greater representation. In way of compromise  
 the International Geographical Union's committee was divided, re-  
 sulting that the office of the second vice-president be filled by a  
 geographer present. I. Justice this new office, the committee continued



to decide all important issues and the pressmen became convinced that their interest could best be served by their own International union. Following this line of reasoning pressmen began to secede from the International Typographical Union, and in 1889 the International Printing Pressmen Union was organized.<sup>1</sup> For the next five years the International Typographical Union and the International Printing Pressmen were involved in a bitter rivalry to gain jurisdiction over the pressmen. During the time of the jurisdictional dispute between the International Printing Pressmen and the International Typographical Union, the independent unions of bookbinders had formed an association and received a charter from the American Federation of Labor on May 5, 1892.<sup>2</sup> This new international soon began recruiting those bookbinders that had received their charters from the International Typographical Union. The attraction of an international union caused the gradual desertion of the remaining pressmen and bookbinders from the International Typographical Union. Realizing that further squabbling would be of no avail, the International Typographical Union, in 1895, entered into an agreement with the pressmen and bookbinders whereby it relinquished control over the workers in those trades.

Following in the steps of the pressmen, the stereotypers and electrotypers began to leave the mother organization in 1898. Although the International Typographical Union resisted this secession, the International Stereotypers and Electrotypers Union was formed in 1902. Two years later the Typographical Union formally recognized this union,

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<sup>1</sup> Ibid.

<sup>2</sup> Letter from the office of J.B. Prewitt, Sec.-Treas., I.B.B., June 13, 1947.

to decide all important issues and the program was continued. Their interest would be best served by their own independent action. Following this line of reasoning, program began to develop from the International Typographical Union, and in 1900 the International Typographical Union was organized.<sup>1</sup> For the next five years the International Typographical Union and the International Typographical Union were involved in a bitter rivalry to gain jurisdiction over the program. During the time of the jurisdictional dispute between the International Typographical Union and the International Typographical Union, the independent unions of bookbinders had formed an association and received a charter from the American Federation of Labor in May of 1902.<sup>2</sup> This new international union began receiving these bookbinders who had received their operators from the International Typographical Union. The association of an international union caused the final demand of the remaining program and bookbinders from the International Typographical Union. Realizing that further spending would be of no avail, the International Typographical Union, in 1905, entered into an agreement with the program and bookbinders whereby it relinquished control over the work and in those trades.

Following in the steps of the program, the typographers and electricians began to leave the mother organization in 1905. Although the International Typographical Union retained this position, the International Typographical Union and Electricians Union was formed in 1902. Two years later the International Union formally recognized this union.

<sup>1</sup> 1902.

<sup>2</sup> Letter from the office of A. F. of L. Union, New York, N. Y., dated June 15, 1907.



and agreed to relinquish jurisdiction over these craftsmen.<sup>1</sup>

The photoengravers, the youngest of the crafts, was the last to secede from the International Typographical Union. They began their secession in 1900, and by 1903, their International Union was awarded jurisdiction over all photoengravers by the International Typographical Union.<sup>2</sup>

### THE UNIONS TODAY

The four unions that seceded from the Typographical Union have continued to exist in the ranks of organized labor. Remembering the dominance of the compositors while their crafts were under the jurisdiction of the I.T.Y., the younger organizations have jealously guarded their independence. All five unions have conducted their affairs separately. Despite this independent action, several common traits are to be found in each of the printing unions. Prior to calling a strike all local unions must have the sanction of their international office. Notwithstanding a strong central body in each of the five unions, collective bargaining is conducted on a local level. Control of bargaining procedures has rested with subordinate unions for two reasons. First, union members have resented any interference in local affairs by international officers. Secondly, the effects of varying local conditions on newspaper and book and job plants makes industry-wide bargaining impractical.

In order to give some idea of the size and other present-day characteristics of the five International Unions, the following summary of each union is presented.

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1 Loft, op. cit., p. 189.

2 Ibid., pp. 189-190.

and agreed to participate in the work of the Commission.  
The Commission, the purpose of the work, was the last to  
receive from the International Geographical Union. They began their  
session in 1909, and by 1913, their International Union was established.  
Participation over all geographical work by the International Geographical  
Union.

## THE UNION YEAR

The four unions that existed from the International Union have con-  
tinued to exist in the form of national unions. Following the work-  
ing of the Commission while their efforts were under the jurisdiction  
of the I.G.U., the younger organizations have gradually merged their in-  
dependence. All five unions have conducted their affairs separately.  
Despite this independent action, several common traits are to be found  
in each of the primary unions. There is nothing a union can do  
unions must have the sanction of their international office. Between  
standing a strong central body in each of the five unions, collective  
decision is conducted on a local level. Instead of separate pro-  
grams has been worked with subordinate unions for two reasons. First, union  
members have retained any international in local affairs by international  
officers. Secondly, the efforts of various local committees on newspaper  
and book and job plans make industry-wide geographical.

In order to give some idea of the size and other present-day charac-  
teristics of the five international unions, the following summary of each  
union is presented.

I. I.G.U., pp. 125-130.

2. I.G.U., pp. 131-136.



## INTERNATIONAL TYPOGRAPHICAL UNION

This is the largest of the printing unions, having a membership of over 90,000 members. Local unions include 900 Typographical and 60 Mailers Unions.<sup>1</sup> The mailers are employed by the newspaper industry and perform such tasks as wrapping, stamping, and mailing newspapers as they come off the presses. In the book and job field these workers are under the jurisdiction of the I.B.B., although in that industry they are not granted separate charters. Unquestionably the mailers with their smaller numbers and lesser technical skill are dominated by the typographers. In 1944 a small group of mailers became dissatisfied with their position within the I.T.U. and set up their own International Organization. However the majority of Mailers continued under the jurisdiction of the Typographical Union. Reluctance of the individual members to forego their share of the I.T.U.'s fraternal benefits is the main reason for the failure of this secession.<sup>2</sup> These benefits include mortuary payments, old age pensions and the Union Printer's Home. Withdrawal of the mailers from the I.T.U. would forfeit these benefits.

All members of the typographical unions serve a common apprenticeship, after which they specialize in one of six craft classifications. The I.T.U. has permitted only one local typographical union to be formed in each city area.<sup>3</sup> While the policy insures uniform hours and wage scales throughout a city area, in the large cities where local membership runs in the thousands, individual participation in union meetings is difficult.

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<sup>1</sup> Florence Peterson, Handbook of Labor Unions (American Council of Public Affairs, Washington, D.C., 1944).

<sup>2</sup> Don Hurd, Sec.-Treas., I.T.U. in a letter to this writer dated June 24, 1947, Indianapolis, Ind.

<sup>3</sup> The executive council of the I.T.U. has ruled that a city area includes suburbs and small towns in the immediate vicinity. Barnett, op. cit., pp. 44-45.

This is the largest of the printing unions, having a membership of

over 95,000 members. Local unions include 900 Typographical and 50

Mailers unions.<sup>1</sup> The mailers are organized by the newspaper industry and

perform such tasks as composing, setting, and mailing newspapers as they

come off the presses. In the book and job field these workers are under

the jurisdiction of the I.T.U., although in that industry they are not

grouped separate chapters. Unquestionably the mailers with their smaller

numbers and lesser technical skill are harassed by the typographers.

In 1944 a small group of mailers became dissatisfied with their position

within the I.T.U. and set up their own International Organization. How-

ever the majority of mailers continued under the jurisdiction of the

Typographical Union. Resistance of the industrial workers to leaving

their name of the I.T.U.'s fraternal bundle is the main reason for

the failure of this secession.<sup>2</sup> These workers include workmen employed

old age pensions and the Union Printer's Fund. Withdrawal of the mail-

ers from the I.T.U. would leave them isolated.

All members of the typographical union serve a common apprenticeship

ship, after which they specialize in one of six craft specialties.

The I.T.U. has permitted only one local typographical union to be formed

in each city area.<sup>3</sup> While the policy favors uniform hours and wage

scales throughout a city area, in the large cities where local unions

ship runs in the thousands, individual participation in union activities

is difficult.

<sup>1</sup> Bureau of Labor Statistics, Handbook of Labor Unions (American Council

of Public Affairs, Washington, D.C., 1941).

<sup>2</sup> Don Kirk, Geo.-Town, I.T.U. in a letter to this writer dated

June 20, 1947, Indianapolis, Ind.

<sup>3</sup> The executive council of the I.T.U. has ruled that a city area

includes suburbs and small towns in the immediate vicinity. Bureau,

on file, pp. 44-45.



### INTERNATIONAL PRINTING PRESSMEN AND ASSISTANTS UNION

Shortly after the pressmen had established their national organization, press assistants and press feeders were admitted into the I.P.P. The name of the union was then changed to International Printing Pressmen and Assistants Union. The I.P.P. & A.U. is made up of 630 local unions having a total membership of 65,000.<sup>1</sup> In the larger cities separate charters are issued to Web (newspaper) Pressmen, Printing (book and job) Pressmen and Press Assistants. Press Assistants are permitted to join either of the other two union in those localities where these members have not been granted a separate charter. Sometimes, in the smaller cities, a single subordinate union will include all three classifications.

### INTERNATIONAL BROTHERHOOD OF BOOKBINDERS

Of the five printing trades, the I.B.B. is the only one that is employed exclusively by the book and job industry. There are over thirty-odd job classifications within the brotherhood. Included are workers in the paper box novelties, wax paper, and bookbinding industries. Subordinate unions within the I.B.B. are Bookbinders, Binding Women, Paper Rulers, Wax Paper Workers and Paper Box Workers.<sup>2</sup> Workers who are qualified to join any of the above unions are admitted to the nearest local union, if their particular craft has not been issued a charter. In addition, the I.B.B. permits local unions to receive into their organization on a class B membership, all unskilled workers employed in bookbinding and related industries. In 1944 there were 200

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<sup>1</sup> Peterson, op. cit., p. 298.

<sup>2</sup> Peterson, op. cit., pp. 53-56

INTERNATIONAL PRINTING UNION

Shortly after the program had been finished their national organi-  
zation, press assistants and press leaders were admitted into the I.P.U.  
The name of the union was then changed to International Printing Press-  
men and Assistants Union. The I.P.U. & A.U. is made up of two local  
unions having a total membership of 45,000. In the larger cities some  
rate chapters are found in New (outstanding) business, printing (book  
and job) business and press assistants. Press assistants are permitted  
to join either of the other two unions in those localities where there  
members have not been granted a separate chapter. Sometimes, in the  
smaller cities, a single membership union will include all three classes  
of members.

INTERNATIONAL WORKERS OF WASHINGTON

Of the five printing trades, the I.W.O. is the only one that is  
employed exclusively by the book and job industry. There are over  
thirty-odd job establishments within the metropolitan area. Included are  
workers in the paper box manufacturing, box making, and bookbinding indus-  
tries. Subordinate unions within the I.W.O. are Bookbinders, Binding  
Trades, Paper Hangers, Box Paper Workers and Paper Box Workers. Workers  
who are qualified to join any of the above unions are admitted to the  
nearest local union. If their particular craft has not been issued a  
chapter. In addition, the I.W.O. permits local unions to receive into  
their organization on a class B membership, all unaffiliated workers en-  
gaged in bookbinding and related industries. In 1944 there were 400

1. Report of the I.W.O., p. 100.

2. Report of the I.W.O., p. 100-101.



local unions with a combined membership of 27,065 chartered by the International Brotherhood of Bookbinders.<sup>1</sup>

#### INTERNATIONAL STEREOTYPERS AND ELECTROTYPERS UNION

There are 170 locals having a combined membership of 8900 within the I.S. & E.U.<sup>2</sup> Separate charters are issued to the stereotypers and electrotypers. Local unions will contain both crafts if the small number of craftsmen in any locality makes the issuance of separate charters impracticable. The I.S. & E.U. claims jurisdiction over all branches of stereotyping and electrotyping and all other methods of duplicate plate making.<sup>3</sup> Due to the small membership of the I.S. & E.U., the jurisdictional boundaries of local unions cover a wide geographical area.

#### INTERNATIONAL PHOTO-ENGRAVERS UNION

The I.P. & E.U. claims jurisdiction over all workers producing engravings, images, and characters of every description, by means of photography, for printing purposes. Members are required to serve a common apprenticeship, after which they specialize in one of the craft's seven categories. The total membership of the union is 10,830.<sup>4</sup> As in the case of the I.S. & E.U., the jurisdictional boundaries of its 82 local unions covers a wide geographical area.

The 1895 agreement between the I.T.U., I.B.B., and the I.P.P. & A.U. not only ended the jurisdictional dispute between the two younger unions

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1 Ibid., pp. 53-56.

2 Ibid., pp. 357-360.

3 Ibid., pp. 357-360.

4 Ibid., pp. 278-283.





and the parent organization, but it also set up regulations governing local allied Printing Trades Councils. The contents of this and subsequent agreements between the printing trades unions will be discussed in the next chapter.

In addition, this tripartite agreement required certain joint activities of the three unions as they participated under local allied Printing Trades Councils. Local Trades Councils had been in existence for several years and were composed of delegates from the Local Unions of the I.P.T.U., International Union of Bookbinders, and the United Bookbinders Union of the U.S.A. In the absence of these councils, the representatives of the various unions met with one another, discussed their local problems, and planned joint action. Thanks to this agreement, the first formal legislation from a non-union source affecting local allied





## Chapter III

REGULATIONS GOVERNING LOCAL ALLIED  
PRINTING TRADES COUNCILS

In 1895, the three International unions of Bookbinders, Pressmen, and Compositors, signed a written agreement which brought to an end the jurisdictional warfare between these unions. Under the terms of this contract, the Typographical Union agreed to recognize the jurisdictional authority of the I.P.P. and I.B.B. over the pressmen and bookbinders, respectively. In return for this concession, the bookbinders and pressmen acknowledged the authority of the I.T.U. over all other sections of the printing trade. The bookbinders and pressmen further agreed to receive into their unions, without charge of an initiation fee, the pressmen and bookbinders that up to the time of the signing of this agreement were within the I.T.U.

In addition, this tripartite agreement<sup>1</sup> regulated certain joint activities of the three unions as they functioned under local Allied Printing Trades Councils. Allied Trade Councils had been in existence for several years and were composed of delegates from the local unions of the I.T.U., independent unions and, later, the unions that seceded from the I.T.U. In the chamber of these councils, the representatives of the various unions met with one another, discussed their mutual problems, and planned joint action. Insofar as they were not violating any law of their International union, the delegates of a council enjoyed complete autonomy. With the signing of the tripartite agreement came the first formal legislation from a non-local source affecting local Allied

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1 Tracy, op. cit., pp. 506-511.

## Chapter III

NEGOTIATING GOVERNMENTAL AGREEMENTS  
RELATING TO THE UNITED STATES

In 1963, the three international unions of South America, Argentina, and Colombia, signed a written agreement which provided for an end to the jurisdictional warfare between these unions. Under the terms of this contract, the Typographical Union agreed to recognize the jurisdictional authority of the I.T.U. and I.S.S. over the printers and bookbinders respectively. In return for this recognition, the bookbinders and pressmen acknowledged the authority of the I.T.U. over all other sections of the printing trade. The bookbinders and pressmen further agreed to recognize their union's status as a labor union, without benefit of an industrial law, the two men and bookbinders that up to the signing of this agreement were within the I.T.U.

In addition, this tripartite agreement<sup>1</sup> provided certain joint activities of the three unions as they functioned under local Allied Printing Trades Councils. Allied Trade Councils have been in existence for several years and were composed of delegates from the local unions of the I.T.U., independent unions and, later, the unions that seceded from the I.T.U. In the absence of these councils, the representatives of the various unions met with one another, discussed their mutual problems, and planned joint action. Insofar as they were not violating any law of their international union, the delegates of a council entered into peace autonomy. With the signing of the tripartite agreement came the first formal legislation from a non-legal source affecting local Allied

<sup>1</sup> Treaty of 1963, pp. 200-211.



Printing Trades Councils. Joint strike action by the subordinate unions of bookbinders, pressmen, and compositors affiliated with local councils had to comply with the following regulations:<sup>1</sup>

- (1) A president of a local union which was involved in a dispute with an employer was required to notify the presidents of the other two unions. The three presidents were then to do everything in their power to bring about a peaceful settlement of the difficulty.
- (2) Failing in this attempt, each local president was to inform the executive council of his respective international union the facts of the case.
- (3) If a majority of the members of the executive councils thought a strike absolutely necessary, then the members of these bodies were to make a final attempt at a peaceful solution. If this proved to be unsuccessful, the executive councils were to order a joint strike of the three local unions of pressmen, bookbinders, and compositors.

When deciding on the question of joint strikes, the members of the executive council of each international union were to be of equal number. This agreement further required the union initiating the strike to pay strike benefits to the other union men on strike. A majority vote of the executive councils could call off any joint strike. This joint strike procedure in no way limited the right of a union to conduct a strike independently.

Control over the allied-printing-trades label, which was the property of the Typographical Union, was given to the Allied Printing

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<sup>1</sup> Tracy, Ibid.

Printing Trades Council. Joint strike action is the responsibility  
of members, president, and committee members. It is  
not possible to comply with the following regulations:

(1) A president of a local union which has involved in a dispute

with an employer was required to notify the president of  
the other two unions. The three presidents were then to do  
everything in their power to bring about a peaceful settle-  
ment of the difficulty.

(2) Refusing to this attempt, each local president was to inform  
the executive council of his respective labor organization  
the facts of the case.

(3) If a majority of the members of the executive council  
changes a strike absolutely necessary, then the members of  
these bodies were to make a final attempt at a peaceful  
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Control over the allied-printing-trades labor, which was the con-  
cern of the Typographical Union, was given to the allied printing



Trades Councils. This section required that the label be granted only to those offices that were union throughout.

After the tripartite agreement was in effect for several years, I.T.U. officials complained against the operation of the joint strike provision which, in their eyes, subordinated the interest of the larger organization of compositors to the will of the smaller unions of pressmen and bookbinders.<sup>1</sup> At the insistence of the Typographical Union, a new agreement was ratified in 1903. By this time the International Stereotypers and Electrotypers Union had been established, and became a party to the new agreement.

This 1903 agreement<sup>2</sup> substituted a joint board of appeals for the executive councils. In deference to the numerical strength of the compositors, the joint board of appeals was composed of three members from the I.T.U., and one member each from the I.P.P., I.B.B. and I.S. & E.U. In the event the representative of the stereotypers and electrotypers voted with the I.T.U. on a question before the board in opposition to both the pressmen and bookbinders, an arbitrator, unanimously selected by all the unions, was to be called in to decide the issue. This same procedure was to be followed in the case of a tie vote.<sup>3</sup>

Local Allied Printing Trades Councils were further regulated by the 1903 agreement. In localities where there were subordinate unions of two or more of the four international unions that were party to this agreement, local Allied Printing Trade Councils were to be established.

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1 Loft, op. cit., p. 190.

2 Tracy, op. cit., pp. 715-718.

3 Ibid.





Each of these local unions was to be represented in the local council by three delegates. In the matter of voting each delegate was allowed one vote, except on the questions of raising revenues and the election of officers, in which case additional votes allowed a delegate were as follows: for fifty members of the local union which he represented, one additional vote; for each additional fifty members, or major fraction thereof up to three hundred members, one vote; for the next two hundred members or major fraction thereof, one vote; for each additional five hundred members or major fraction thereof, one vote. Any other local union affiliated with the A.F. of L. could be represented in the council by three delegates, provided its admittance was unanimously approved by all the subordinate unions of a council.

Each local council was free to conduct its own affairs in so far as they did not conflict with the laws of any of the four international unions, the provisions of this agreement, or the findings and rulings of the joint board of appeals.

Regulations governing the allied printing trades label were also written into the 1903 agreement. Under this section all labels were to be procured from the International Typographical Union, which was to loan labels to the local council as its agent. Labels were to be issued and withdrawn only upon the unanimous consent of all the delegates of a council. However, any unions objecting to the issuance of or withdrawal of a label from any employer must present valid reasons for doing so, the council to be judge of the validity of such reasoning. A delegate could, however, appeal the decision of the local council by petitioning the Joint Board of Appeals. Labels of the individual unions affected by the agreement were not to be issued in those localities where an allied printing trade council existed.





The joint strike procedure and the other provisions of the original agreement remained in effect.

Later on, in the year 1903, the I.T.U. formally recognized the International Photo-engravers' Union's jurisdiction over photo-engravers. The following year a delegate of the I.P.E.U. was admitted to the joint board of appeals, and the representation of the I.T.U. on the board was increased by one member.<sup>1</sup>

In 1905, the agreement was again amended, changing the name of the Joint Board of Appeals to "Joint Conference Board", and eliminating the procedure to be followed in case one of the organizations voted with the I.T.U.

The provisions of the agreement were now in a form satisfactory to the International Typographers Union, but the other four unions made repeated attempts to equalize the voting power on the joint conference board and voiced dissatisfaction over the I.T.U.'s ownership of the allied printing trades label. Finally, in 1911, the compositors yielded to the demands of the other unions and a new agreement was signed by the five unions.

Under the terms of this compact, the International Allied Printing Trades Association was established, and to this body was given the ownership and control of the allied printing trades label. The International Allied Printing Trades Association was presided over by a Board of Governors, which was composed in the same manner as the former Joint Board of Appeals.<sup>2</sup> The affairs of the I.A.P.T.A. were definitely limited to

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<sup>1</sup> Loft, op. cit., p. 191.

<sup>2</sup> Constitution, By-Laws, General Laws and Convention Laws of the I.B.B., International Brotherhood of Bookbinders, Washington, D.C., 1946.





promoting and regulating the use of the allied label, as no provision for joint action was included in this agreement. While the delegates from the Typographical Union constituted one half of the membership of the Board of Governors, all decisions relating to the issuing and withdrawing of labels required a unanimous vote. This above clause permitted a delegate from any of the five unions to veto legislation which he felt unfavorable to his union. Provisions of the 1903 agreement relating to the make-up of local allied trade councils the voting procedure to be followed by these councils, and the laws regulating the use of the allied printing trades label remained in effect.

The 1911 agreement has been in effect until the present time. Repeated attempts have been made to make the International Allied Printing Trades Association an instrument of greater cooperation. However, the reluctance of the individual unions to sacrifice any of their independence for the common goal, has forestalled such attempts.<sup>1</sup>

What are the principal effects of the 1911 agreement and the provisions of the earlier contracts contained within it on local Allied Printing Trade Councils? First of all, it standardized the regulations of all local councils regarding the allied printing trade's label. By restraining the several unions from issuing their own individual labels, the allied printing trades label came to be known as "the" label that represented union printing. The effect of this provision prevented the public from being confused by several labels. It also concentrated the efforts of the five unions in booming one label, so that today the allied printing trades label is described as the most extensively advertised label in the world.<sup>2</sup>

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1 Loft, op. cit., pp. 192-194.

2 Lewis L. Lorwin, The A.F. of L., (The Brookings Institute, Washington, D.C., 1933) p. 373, footnote #9.





The make-up of all local councils as to elections, the number of delegates, voting procedure and raising of revenues was made uniform by international agreement.

Having a board of appeal in the form of the International Allied Printing Trades Association enables each union, when overruled by a council, to present its case to the Association for a final decision. This prevented any group of delegates from ganging up on one or two unions and gave assurance to all unions that their rights would be respected.

The very fact that local unions were required to form councils provided a meeting place where the representatives of the subordinate unions could discuss their mutual problems and air their grievances.

The last international agreement did away with the joint strike procedure and failed to provide for any other form of mutual aid. Therefore, the activities of each local council in other than label matters depended entirely upon the attitude of the affiliated unions. In localities where the spirit of cooperation was present, Local Allied Printing Trades Councils became an effective organization for furthering the aims of the printing unions. In the city of Boston such cooperation has been manifested. There, because of the existence of the Boston Council, the position of all the printing unions has been strengthened. Indeed, the early existence of some unions depended greatly on the aid extended to them by the Boston Council.





## Chapter IV

FORMATION OF THE BOSTON ALLIED  
PRINTING TRADES COUNCIL

In the summer of 1893, the members of the Boston Printing Pressmen Union #8 were confronted with a serious situation. Not only were they unable to secure acceptance of their demands, but the majority of the Boston employers had refused to recognize their union. Believing that the backing of the other printing unions would strengthen their position, the pressmen issued an invitation to all Boston printing unions to send their delegates to form a trade council. On July 14, 1893, representatives from Typographical Union #13, Mailers Union #1, Stereotypers Union #2, and Printing Pressmen Union #8 met in Typographical Hall, Boston, and organized the Boston Allied Printing Trades Council.<sup>1</sup>

The first order of business was the election of officers. Kenneth McGaskill of the Typographical Union was elected president and Henry A. Horgan, a pressman, was chosen secretary. Mr. Horgan then addressed the council, explaining the position of the pressmen, and asked the council to help his union. After a committee was appointed to assist the pressmen, the first meeting was adjourned.

During the first year of the council's existence, meetings were held weekly. In later years this was changed to semi-monthly and then monthly meetings. The constitution of the council now provides that the council shall meet the first Monday in every month.<sup>2</sup> Special meetings may be called at any time by an affiliated union.

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<sup>1</sup> Minutes of Boston Allied Printing Trades Council, July 14, 1893.

<sup>2</sup> Constitution and By-Laws of the Boston Allied Printing Trades Council, Revised, January, 1931.





## UNIONS AFFILIATED WITH THE BOSTON COUNCIL

When the council was first organized, all four unions were chartered by the International Typographical Union. The Pressmen and stereotypers subsequently left the I.T.U. to join their own international unions. It is not certain whether the stereotypers and pressmen left the parent body before, or after their International Unions had been granted jurisdiction over their organizations by the I.T.U. In any event, the standing of a union within the Boston Council was unaffected by its international affiliations. No mention of the secession of any union from the I.T.U. is to be found in the minutes of the Council's meetings.

Delegates from the Web Pressmen Union #3 were seated in the Council on January 24, 1894.<sup>1</sup> On May 7th, in the same year, the Electrotypers Union #11 sent their representatives to the council. No additional unions became affiliated with the council until 1896. Between 1896 and 1898, nine unions joined the council. The names of these unions and the dates they were seated in the council are as follows:<sup>2</sup>

Bookbinders' Union #16 - January 6, 1896.

Pressmen's Union #67 - February 17, 1896.

Press Feeders' Union #18 - February 17, 1896.

Stampers' Union #14 - March 2, 1896.

Paper Rulers' Union #13 - March 2, 1896.

Photo-Engravers' Union #3 - April 5, 1897.

Bindery Women's Union #56 - May 13, 1897..

Cambridge Typographical Union #61 - August 1, 1898.

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<sup>1</sup> Minutes of the Boston Allied Printing Trades Council, January 24, 1894.

<sup>2</sup> Program of the 50th Anniversary Dinner of the B.A.P.T.C.





Other unions that later joined the council were, Norwood Bookbinders' Union #178, Cambridge Bookbinders' Union #204, Cambridge Bindery Women's Union #207, and Norwood Bindery Women's Union #213.<sup>1</sup>

Some of the above unions amalgamated so that now there are thirteen local unions of the five International Unions represented in the Council.

The distinction of designing the Allied Printing Trades label belongs to the Boston Council. The label was designed by Hermann Popp, a Boston Photo-Engraver. Daniel J. McDonald, secretary of the Council, submitted the design to the joint Board of Appeals. The Board adopted Popp's design, and it is now used throughout the country as the official label of the International Allied Printing Trades Association.<sup>2</sup>

On January 17, 1898, the Boston Council passed a resolution requiring that all labels be numbered.<sup>3</sup> This not only aided the council in keeping account of the labels issued to printing offices, but helped to detect counterfeiting and illegal use of the label. Each label office was assigned a number to be placed alongside the label. Printed matter bearing the label without a number was investigated. An unassigned number appearing on a label would also be investigated. Today the practice of numbering labels is followed by all the other councils in the country.

Another "first" initiated by the Boston Council was the electing of a paid Secretary-Treasurer. The Council first voted funds for this office on January 4, 1897. The original resolution provided that the

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1 Minutes of the Boston Allied Printing Trades Council meeting, January 17, 1898.

2 50th Anniversary Program, Boston Allied Printing Trades Council, October 7, 1943.

3 Ibid.

Other nations that later joined the Council were, Norway, Sweden, Denmark, Finland, Iceland, Netherlands, Belgium, Luxembourg, Greece, Turkey, Portugal, Spain, France, Italy, United Kingdom, and the United States.

Some of the above nations suggested as they now there are thirteen.

Local unions of the five international unions represented in the Council.

The suggestion of adopting the Allied Printing Trades Label belongs to the Boston Council. The label was designed by Norman Fogg, a Boston Photo-Engraver. Daniel J. Wilson, Secretary of the Council, submitted the design to the Joint Board of Agents. The board adopted Fogg's design, and it is now used throughout the country as the official label of the International Allied Printing Trades Association.

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2 50th Anniversary Program, Boston Allied Printing Trades Council, October 7, 1945.

3 Ibid.



Secretary-Treasurers work three days a week, and be paid four dollars for each day's service. A clause in the above resolution provided for full time employment as soon as the finances of the Council permitted it.<sup>1</sup>

In the matter of finances, the council's many activities habitually left only a nominal balance, or even a deficit, in its treasury. During the few months of its existence, the expenses of the Council were met by a periodic assessment of three dollars from each affiliated union. The inadequacy of this procedure soon became apparent; lack of a steady source of income hindered long-range undertakings and also worked an unfair hardship on the smaller unions. Accordingly, on February 14, 1894, a monthly one cent per-capita tax was adopted by the council. Each union was required to file annually with the council a revised total of its membership. The per-capita tax was raised to five cents on November 1, 1897.<sup>2</sup> Since then the tax has fluctuated between five and eight cents. At the present time the tax is at the 1897 rate.

Even at the highest rates, the per-capita tax was not sufficient to cover the expenses of some of the Council's undertakings. Additional funds were raised by promoting entertainment, dances, whist parties, and raffles.<sup>3</sup> When the Council decided to conduct a nationwide publicity campaign against the Riverside Press, it was necessary for the affiliated

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<sup>1</sup> Minutes of the Boston Allied Printing Trades Council, January 4, 1897.

<sup>2</sup> Ibid., January 7, 1897, February 2, 1931.

<sup>3</sup> Ibid.





unions to advance three months per-capita tax to provide funds to start this program.<sup>1</sup> From time to time, the Council found it necessary to levy special assessments on each affiliated union when funds were urgently needed. No attempt was made to build up a surplus. The per-capita tax was sufficient to cover only the ordinary expenses of the council. Therefore, the council had to resort to the various methods described above to cover its extraordinary expenses.

When the per-capita tax was increased to five cents, the finances of the Council permitted it to employ their Executive-Secretary full time. This office was occupied by Daniel J. McDonald for forty consecutive years. The success of many of the Council's undertakings is attributed to his diligence and foresight.

In the past, the delegates to the Council put in considerable time serving on committees. Organizational drives, publicity campaigns, and other functions were carried out under the direction of a special committee, appointed by the president. Ordinarily, a special committee was composed of delegates from those unions that would be directly affected by the findings, recommendations, or the action taken by that particular committee.

The Label, Grievance and Auditing Committees are the standing committees of the Council.

The Label Committee has charge of the union label. It is the duty of this body to investigate the shops of all employers who apply for the use of the label. This committee may loan the label to all applicants who comply with the label regulations of the International Allied Printing

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<sup>1</sup> Ibid.





Association. It is also empowered to withdraw the label from any employer who violates any provisions of the terms under which the label was granted. One delegate from each of the affiliated unions is appointed by the president to serve on this committee. Unanimous consent of all the members of the committee must be had before any label can be granted to, or withdrawn from, any office. This procedure complies with the I.A.P.T.A. law, which requires that the issuing and withdrawing of labels have the unanimous approval of the Council. Since a delegate from each affiliated union serves on the label committee, no label will be granted to any employer who fails to respect the rights of all union men in his employ. This committee has been very active in advocating the use of the label by business houses, politicians, church groups, fraternal organizations, labor unions, and the general public.

Both the Grievance and Auditing Committees are composed of three members, and are elected by the delegates to the Council.<sup>1</sup> The task assigned to the Grievance Committee is to investigate all grievances and complaints recognized by the Council. This committee has never been very active. Only one reference is made of its activities in the minutes of the Council. This occurred when the Grievance Committee was directed by the Council to wait on the Closed Shop Association of Greater Boston to discuss the forty-four hour week in 1921.<sup>2</sup>

The Auditing Committee is required to examine the books of the Secretary-Treasurer and make other audits as may be directed by the delegates of the Council.

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<sup>1</sup> Constitution and By-Laws of Boston A.P.T.C., revised, January 7, 1931.

<sup>2</sup> Minutes of the Boston Allied Printing Trades Council, March 26, 1921.





Voting regulations of the International Allied Printing Trades Association are not strictly followed by the Boston Council. It has been the custom of the Council to allow each delegate one vote on all questions,<sup>1</sup> whereas the regulations of the I.A.P.T.A. provide for additional votes to those delegates from the larger union on matters relating to raising of revenues, and the election of officers. Thus, Boston Typographical Union #13, the largest single union affiliated with the Council, pays a monthly per-capita tax on its two thousand members, but has no more representation in the Council than the smallest union. This is in sharp contrast to the I.T.U.'s representation on the Board of Governors of the I.A.P.T.A. In the final analysis however, each union, regardless of size, cannot be forced into any activity endorsed by the majority of the Council against its will. Each affiliated union is assured that any reasonable protest will be upheld by its International representatives on the Board of Governors. A unanimous vote of the Board of Governors is necessary before any local union can be compelled to comply with the rulings of a local Council.<sup>2</sup> Rarely did the Boston Council find it necessary to appeal to the Board of Governors, or its predecessors, for a decision. Almost without exception, the delegates to the Council were willing to go along with the decision of the majority.

The many undertakings of the Boston Council ranged all the way from calling upon the individual citizens to patronize label printing,

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1 Interview with John J. Connolly, International Representative of the I.B.B. and Secretary-Treasurer of Council, 1937-1942, July 8, 1947.

2 Article III, Sec. 5 of the 1911 Joint Agreement.





to the signing of joint contracts between employers and several of its affiliated unions. Details of these undertakings and the circumstances surrounding them will be described in the remaining chapters of the thesis.





## Chapter V

COLLECTIVE BARGAINING ACTIVITIES OF THE  
BOSTON COUNCIL

Early activities of the Council were divided between label matters and attempts to reach a satisfactory agreement with the Boston newspaper publishers. The Pressmen took up the greater part of the first meeting by airing their grievances before the Council. These complaints were directed against three Boston newspapers, the Herald, Traveller, and Telegram.<sup>1</sup> The Herald had refused to recognize the Pressmen's Chapel, favored non-union employees, and would not pay journeymen rates to pressmen who had completed their apprenticeship training. At the Telegram's office the presses were undermanned and the management had also refused to recognize the Pressmen's union. The pressmen stated the Traveller was discharging union men, and replacing them with non-union help.

A committee of three was appointed to assist the pressmen. Deputy Organizer White of the I.T.U. was called and asked to direct the activities of the committee. Under the direction of Mr. White, the committee called upon the officers of the three papers and attempted to reach a satisfactory settlement of the problem. Later the mailers and the stereotypers appeared before the Council and presented their complaints against the three newspapers. The Council then voted that the committee be directed to settle the affairs of the pressmen, mailers, and stereotypers simultaneously.

At that time, the typographers were well organized in the city of

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<sup>1</sup> Minutes of the Boston Allied Printing Trades Council, July 10, 1893.





Boston. The delegates from the Typographical Union #13 were the only ones not registering complaints against the newspaper publishers. The position of the weaker unions of mailers, pressmen, and stereotypers, was strengthened by the backing they received from the compositors. Nevertheless, the first attempts of the Committee and Mr. White met with little success. All three papers had refused to recognize the Council's Committee as spokesmen for their employees.<sup>1</sup>

The I.T.U.'s District Organizer was asked by the Council to advise the delegates as to what action it should take. The District Organizer told the delegates that he believed that the Council had every justification to call a general strike, but he reminded them of the large number of workers unemployed, and recommended that they defer such action until business conditions were more prosperous.<sup>2</sup> In the meantime the Stereotypers, Pressmen, and mailers were urged to strengthen their positions by conducting extensive organizational drives.

By April, 1894, the Traveller and Telegram had granted recognition to all unions affiliated with the Council. The Herald, however, continued to hold out. A special meeting of the Council was called on April 23, 1894, for the purpose of determining whether a general strike should be called against the Herald. All unions except Typographical Union #13 agreed to go out on strike.<sup>3</sup> The delegates from the Typographical Union explained that they were under contract with the Herald. This contract would not expire until October 1, 1894, and they were bound to live up to it. However, the typographers said there was a question as to whether

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1 Ibid., July 17, 1893, July 21, 1893, August 21, 1893.

2 Ibid.

3 Ibid., April 23, 1894.





or not the Herald had broken this agreement by refusing to recognize, or to deal with, the committee sent from the Council. The delegates from the Typographical Union agreed to join the other unions if the Executive Council of the I.T.U. ruled that the Herald had broken the contract. It was then voted to delay the strike until the I.T.U. had ruled on the Herald contract. Within a week's time the Herald management met the committee from the Council, and the typographers found it unnecessary to address the Executive Council of the I.T.U. At the joint meeting, the Herald stated that it could not afford to pay the union wage to the pressmen, mailers or stereotypers, but would grant recognition to the unions representing these employees.<sup>1</sup> Satisfied with this concession from the Herald, the Council put aside its joint strike plans.

The Herald "affair" was the closest the Boston Council has ever come to calling a joint strike. Several of the affiliated unions have gone out on strike simultaneously against the same employer, but this was the result of independent action of the individual unions. In all probability, favorable consideration of any joint strike proposal will not be given by the delegates of the Council. This supposition is based on several factors. First, all the unions represented in the council are affiliated with one of five International Printing Unions. The exclusion of the joint strike provision from the 1911 International agreement reflects the attitude of all five organizations on this subject. Even if two or more subordinate unions affiliated with the Boston Council were equally affected by any managerial action, they would still be required to obtain the approval of their respective International before calling a strike. There is no reason to suppose that the International

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1 Ibid., April 30, 1894.





officers would favor joint strike action on the local level, when it failed to provide for it by International agreement. When the Council was confronted with Herald difficulty, all affiliated unions were chartered by the I.<sup>1</sup>.U., and cooperation on the international level was no problem. Today all five International unions are well established and capable of rendering adequate assistance to any of their subordinate unions that may be on strike.

Although the Council did not again consider joint strike action, it was active in many of the phases of collective bargaining. Since collective bargaining procedure is a local affair, the subordinate unions affiliated with the Council are free to engage in programs of mutual help.

On August 6, 1894, the delegates of the Council agreed to try to have all the affiliated unions sign their scale contracts at the same time.<sup>1</sup> Two years later at the April meeting the subject was again brought up. At this meeting it was decided to sign annual contracts which were to commence on October 1 of each year.<sup>2</sup> This was in the nature of an informal agreement rather than a law of the Council. No further mention of similar proposals were recorded in the Council's minutes. However, in all likelihood, some of the unions continued to make similar agreements.

In 1944, the bookbinders, pressmen, and typographers signed contracts with the Closed Shop Employing Printers Association on the same date. Again, in 1947, these three unions signed contracts with the Em-

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1 Ibid., August 6, 1894.

2 Ibid., April 13, 1896.





playing Printers Association (Union Shop) on March 1.<sup>1</sup>

Why have some of the unions affiliated with the Boston Council favored the signing of contracts on the same date? The first reason given by union officers is that the union which signs an agreement with an employer or employers' association creates a precedent.<sup>2</sup> For example, the pressmen, negotiating a new contract with an employer, agree upon a five per cent. wage increase. Two months later the bookbinders demand a ten per cent. wage increase from the same employer. The employer could then argue effectively that a five per cent. increase should be accepted by the bookbinders, as it had been previously accepted by the pressmen.

When contracts run concurrently, the unions are able to agree among themselves as to the minimum wage increase and other conditions that will be accepted from the employers. They are also able to have the strongest union set the precedent by agreeing that it shall be the first to sign a contract.

The second reason why some unions favor this arrangement is that the employers are confronted with the combined strength of several unions.<sup>3</sup>

Mr. Wilfred T. Connell, Business Manager of the Photo Engravers Union #3 and fourth International Vice-President of the I.P.E.U., gave the following reasons why his union does not favor signing contracts on the same date.<sup>4</sup>

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1 John J. Connolly, International Representative of the I.B.B., and Secretary-Treasurer of the Boston Allied Printing Trades Council, 1937-1942, Bertram W. Kohl, Business Manager of Printing Pressmen Union #67, interview on July 15, 1947.

2 Ibid.

3 Ibid.

4 Wilfred T. Connell, interview on May 28, 1947.





- (1) One union might concede some issue that is relatively unimportant to its welfare, but might be of considerable importance to another union.
- (2) The stronger unions are placed in a position of carrying the weaker organizations, thus diluting the bargaining strength of the more powerful unions.
- (3) Many employers are against joint contract dates, and to insist on this procedure would mean that another dispute would have to be settled at the conference table.
- (4) Collective bargaining procedure is sometimes hampered with several unions negotiating contracts at the same time.

Mr. Connell conceded the advantages of joint contract dates mentioned previously, but states that the Photo Engravers feel that their union possesses greater bargaining strength than the other printing unions, and as far as their organization is concerned, the disadvantages outweigh the benefits derived from such procedure.

Although the typographers', pressmen's, and bookbinders' informal arrangements of joint contract dates are not sponsored by the Boston Council, the close association of these unions in regular Council meetings aided in the adoption of such informal agreements.

The four original unions of the Boston Council had instituted the practice of submitting the wage scales of all pending contracts for the Council's endorsement. Other unions that subsequently joined the Council followed the same procedure. The first group to break the precedent was the Pressmen Union #67. This occurred in the fall of 1897, when the Pressmen signed a contract with Ginn & Co. without first having the Council endorse the wage scales contained in the agreement.<sup>1</sup> The other

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<sup>1</sup> Minutes of the Boston Allied Printing Trades Council, October 4, 1897.





delegates of the Council strongly protested the action of the Pressmen. In reply the Pressmen stated that their wage scale was its own affair. After discussing the matter throughout the October and November meetings, the Council on December 6, 1897 voted that the wage scales of all contracts must have the approval of the Council before being signed.<sup>1</sup>

Without exception, the Council has endorsed the scales of all unions. Whatever regulatory intent the delegates of the Council had when they adopted this rule, its effects have been purely informative. This condition was realized in 1931, and the section of the Council's constitution relating to the endorsement of scales was amended. The constitution now provides that wage scales be presented to the Council for its "information".<sup>2</sup>

Knowledge of the scales of all pending contracts help other unions to determine what money demands they can reasonably expect to receive from employers. Discussion of other contract features and conditions of employment naturally follow a disclosure of a new wage scale. In the opinion of Mr. Wilfred T. Connell the dissemination of information concerning wage scales and other particulars of pending contracts is one of the most important functions of the Council.<sup>3</sup>

#### JOINT CONTRACTS

Perhaps the greatest achievement of the Boston Allied Printing Trades Council was the conducting of collective bargaining procedures, and the signing of joint contracts for several of its affiliated unions.

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<sup>1</sup> Ibid., December 6, 1897.

<sup>2</sup> Constitution of the Boston Allied Printing Trades Council, Revised, January, 1931.

<sup>3</sup> Wilfred T. Connell, interviewed on May 28, 1947.





The signing of the first joint contract was a matter of circumstances rather than any direct attempt by the Council to secure such an agreement. In June, 1912, Ginn and Co. was placed on the Council's "unfair list", and a nationwide publicity campaign was launched against the company.<sup>1</sup> The minutes of the Council do not reveal what conditions prompted this action. However, all the delegates endorsed the Council's action, and each affiliated union agreed to contribute ten dollars to defray the expense of the publicity program.<sup>2</sup> The campaign was successful, and, in September, the management of Ginn and Co. met with a committee from the Council to end the dispute. Negotiations continued on through October and November. Ginn and Co. officials informed the committee that they would not sign a contract with the Council unless all unions concerned were included in the agreement.<sup>3</sup> Secretary-Treasurer McDonald was selected by the Council to act as bargaining agent for all the unions involved in the Ginn dispute. In December, a joint contract was finally approved.<sup>4</sup> Between 1912 and 1920, Ginn and Co. and the Council signed four joint contracts. The first two agreements covered two-year periods. In 1917, a three-year contract was entered into by the Council and the Company. Both sides were so satisfied with the 1917 agreement that it was renewed for another three-year period. The following is a copy of the 1917 agreement.<sup>5</sup>

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1 Minutes of the Boston Allied Printing Trades Council, June 3, 1912.

2 Ibid.

3 Ibid., October 7, 1912.

4 Ibid., December 2, 1912.

5 Ibid., December 4, 1916.





Trade Agreement between Ginn and Company and The Boston Allied Printing Trades Council, entered into on January 21, 1917, and expiring January 21, 1920.

#### ARTICLE I

Ginn & Co. agree to observe the working conditions and pay the wages set forth in the attached scale of prices and contracts of Bookbinders' Union #204, Printing Pressmen's Union #67, Franklin Association of Feeders #18, Electrotypers' Union #11, and Binders Women's Union #207.

#### ARTICLE II

As to the employment of journeymen, Ginn & Co. will give preference to the members of the several unions whose scales are attached hereto, by notifying the union officials when any added journeymen are needed. If the several unions cannot furnish satisfactory help, Ginn & Co. will employ such help as needed.

#### ARTICLE III

Ginn & Co. agree that employment by them shall not, with their approval, be considered encouragement for members of above-named unions to neglect or refuse to meet obligations to said unions.

#### ARTICLE IV

This agreement is to continue from January 12, 1917, to January 12, 1920, provided that, if at any time during the time of this agreement any of the contracting unions establish new scales of prices and contracts with a substantial number of their employers, then Ginn & Co. agree to substitute for the attached scales and contracts the later documents, and to make these later scales and contracts effective.

#### ARTICLE V

Should any dispute arise as to the meaning, intent, or application of any clause of this agreement, or any provision of the attached, or as to any working conditions, which cannot be adjusted by conciliatory methods, then such dispute shall be referred to a board of arbitration, one member of the board to be selected by the union interested, one by Ginn & Co., these two to select the third member; the decision of the board as thus constituted to be final and binding on both contracting parties. A decision of any case must be rendered by the board of arbitration within sixty (60) days after notification of difference has been given by either party to this agreement.

#### ARTICLE VI

It is agreed that observance of this contract by Ginn and Company shall be considered as a fair attitude toward the trade unions.





## ARTICLE VII

Any complaint with reference to carrying out the terms of this agreement by either party shall be submitted to the other party in writing.

Boston, Mass.  
January 12, 1917

Ginn and Company  
by Lewis Parkhurst  
Boston Allied Printing Trades Council  
by John F. Maguire, President  
Donald J. McDonald, Secretary

Bookbinders' Local #204 by A.P. Williams  
Printing Pressmen, #67 by J. Frank O'Hare  
Franklin Association of Feeders, #18 by Michael S. Cooney  
Electrotypers' Union, #11 by Martin J. Casey  
Bindery Women's Union #207 by Mary E. Meeham

Delegates from the Council met with representatives of the Boston Typothetae<sup>1</sup> in April, 1913. The purpose of this meeting was to consider the desirability of having uniform wages, hours, and working conditions in the book and job shops. An agreement between the Council and the Boston Typothetae establishing uniform trade conditions went into effect on October 1, 1913.<sup>2</sup>

Shortly thereafter, the Plimpton Press, a member of the Boston Typothetae, refused to pay the wage scale contained in the October agreement. The Council asked the Typothetae to compel the Plimpton Press to comply with the terms of the contract. Despite the efforts of the Boston employers, the Plimpton Press continued to violate the agreement. In December, the Council voted to conduct a publicity campaign against the

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<sup>1</sup> An Association of Book and Job Employers of Greater Boston.

<sup>2</sup> Minutes of the Boston Allied Printing Trades Council, June 2, 1913.





Company. Again the Council was successful in its publicity program, and the Plimpton Press signed an agreement with the Council in June, 1914.<sup>1</sup> This agreement extended throughout the remainder of the year.

No agreement between the Boston Typothetae and the Council was made for the year 1915. However, the Council continued in its efforts to secure a new agreement with the Plimpton Press. The representatives of all unions with members employed by the Plimpton Company were unable to agree upon the terms of a new contract. When this Company presented a new contract which was acceptable to all but the delegates from the Bookbinders' Union #16, the Council voted to sign the contract.

The Bookbinders protested this action of the Council to the International Allied Printing Trades Association. The appeal of the Bookbinders was upheld by the I.A.P.T.A. and the Council's contract was declared null and void.<sup>2</sup> What arrangements were then made with the Plimpton Company is not disclosed in the records of the Council. However, in 1917, and 1920, the Council and the Plimpton Press signed three-year contracts that were satisfactory to all the unions. These agreements began and expired on the same dates as the Ginn & Co. contracts.<sup>3</sup>

Since 1920, no further joint contracts were signed by the Council. However, the delegates did agree to enter into a joint agreement as late as 1941. This occurred at a special meeting of the Council held for the purpose of formulating plans for a joint organizing drive. The delegates voted that in so far as it proved to be practical, negotiations and

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1 Ibid., June, 1915.

2 Ibid.

3 Ibid., December, 1916 and February, 1920.





agreements for any newly organized shops would be of a joint nature.<sup>1</sup> Although the organizing drive was successful, no joint contracts were signed. Union officials could give no reasons why joint agreements were not signed, other than each union found it more convenient to enter into separate contracts.<sup>2</sup>

However, the fact that the delegates of the Council were willing to enter into such agreements is significant, because it shows that the affiliated unions were willing to cooperate with each other to the extent of surrendering some of their jurisdictional autonomy.

Again, joint action by the Council influenced the delegates to give favorable consideration to signing of joint contracts. Both the Ginn and Plimpton contracts were signed after the Council had conducted successful boycotts against the two companies. In 1941, the delegates agreed to sign joint contracts in order to facilitate the organization of non-union shops.

Mr. Frank Connor, President of the Boston Typographical Union #13, states that it is the policy of his union not to sign joint contracts except with companies that have been organized as a result of combined action of several unions.<sup>3</sup> The reason for this exception is that the Boston Typographical Union believes that joint contracts foster the favorable settlements of disputes involving several unions. After the initial joint contract expires, it is the policy of the Typographical Union to seek a separate agreement with the employers.

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1 Ibid., March 21, 1941.

2 Bertram Kohl, Business Manager of Printing Pressmen, Union #67, and John J. Connolly: interview July 8, 1947.

3 Frank Connors, interview on July 2, 1947.





In the event the Council conducts other boycotts or organizing campaigns, there remains the possibility that additional joint contracts will be signed.

Therefore, the Council has exerted considerable influence in the collective bargaining activities of its affiliated unions. Because each affiliated union has access to the wage scales and other conditions of employment contained in the pending agreements of all the unions within the Council, it is more able to determine what demands it can reasonably expect to receive from the employers. The officials of several of the Council's unions, through their association with each other at the meetings of the council, have arranged to have contracts run concurrently. Joint contracts are the best examples of the Council's activities in matters relating to collective bargaining. Although no common agreements have been signed in recent years the possibility of future joint contracts cannot be discounted.





## Chapter VI

## THE ALLIED PRINTING TRADES' UNION LABEL

Since the formation of the Council the delegates have devoted much of their time and effort in advocating the use of the Allied Printing Trades Label by the general public. Boston was the first council in the country to issue a joint label on printing.<sup>1</sup> The original Allied label was replaced by Hermann Popp's design in September, 1898.<sup>2</sup>

At the third meeting of the Council, the delegates appointed a special committee of three to call upon business establishments, labor unions, fraternal organizations and urge them to have the union label placed on their printing.<sup>3</sup> The purpose behind this procedure was to create a demand for "Label" printing, so that the employers would find it to their advantage to employ union printers and make application for the use of the label. Later, this committee approached the newspapers and printing houses asking the management to unionize their establishments so that they could qualify for use of the union label. The indirect method was favored by the committee, and is the procedure that is more commonly used today.<sup>4</sup>

Due to the efforts of the special Label committee, employers began to make application for the use of the Allied label. To investigate the offices of the employers who applied for the label, the Council appointed

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1 Fiftieth Anniversary Program of the Allied Printing Trades Council.

2 Program of the 24th National Convention of the I.B.B., Boston, Mass., July, 1946.

3 Minutes of the Boston Allied Printing Trades Council, July 21, 1893.

4 Ibid., March, 1943-May, 1943.





a Standing Label Committee. This committee was originally composed of four delegates, one member from each of its affiliated unions. As other unions were seated in the Council, a delegate from each additional union was appointed to serve on the Label Committee. After the special Label Committee was disbanded, the Label Committee together with the Secretary-Treasurer performed most of the Council's label-booming activities.

In 1895, the Label Committee and the Secretary-Treasurer began to approach the agencies of the state and city government in an effort to have the Allied label placed on public printing. The Boston School Committee was asked to refrain from purchasing text books from non-union shops.<sup>1</sup> Evidently some of the members of the Boston School Committee were indifferent to union-made text books, for the Council failed to obtain any promises. However, the Label Committee continued in its efforts to place union-made text books in the schools of Boston. The mayor of Boston was asked to use his influence with the School Committee and urge them to purchase text books bearing the union label.<sup>2</sup>

Although not committing itself to the purchase of union-made text books, the School Committee, in 1900, agreed to have the label placed on all printing used by its members.<sup>3</sup>

At the November meeting, in 1900, the Council asked the delegates to have members of their respective unions call upon all candidates for the various school committees of Greater Boston and endeavor to have them pledge themselves to purchase union-made text books. The Label

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1 Ibid., April 1, 1895.

2 Ibid., November 17, 1898.

3 Ibid., October 1, 1900.





Committee then advertised in the Herald, Traveller and Post, the names of all school committee candidates who supported union labeled text books.<sup>1</sup> Through the years the Council supported the candidacy of Boston School Committee aspirants who advocated the purchase of label text books. From time to time, representatives of the Council called upon the School Committee urging them to buy union-made text books. As a result of this work, the Council now enjoys the cooperation of the Boston School Committee. An example of this cooperation is illustrated below.

In November, 1943, the Council, in checking the list of firms that were supplying text books for the schools of Boston, came upon a non-union publishing house. The Council asked the School Committee to refuse to patronize this company until it operated under union conditions. The School Committee agreed to this request, and notified the Company that it could not make any further purchases until the company had been approved by the Boston Allied Printing Trades Council.<sup>2</sup>

City and State officials were approached by the Council's delegates and asked to have governmental printing contracts given to union shops. Several months after the formation of the Council, delegates petitioned the mayor of Boston not to sign a city printing contract with the Boston Advertiser because it was a non-union office.<sup>3</sup> The attitude of the Council was that State and Municipal printing contracts should be awarded to the lowest bidder who operated under union conditions.<sup>4</sup> With this idea as their goal, delegates from the Council approached city councilmen and aldermen and asked them to pass legislation to that effect. Through the

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1 Ibid., Dec. 3, 1900.

2 Ibid., Nov., 1943.

3 Ibid., July 2, 1894.

4 Ibid., July 3, 1921.





persistence of the officers and delegates of the Council, the City of Boston, in 1901, passed an ordinance which assured the printing unions that virtually all the city's printing would be produced under union conditions. The 1901 Boston City Ordinance requires that all printing for the City of Boston, in so far as it is legally possible, bear the imprint of the Allied Trades Council of Boston, Mass.<sup>1</sup>

The perseverance of the Council's delegates in the Chambers of the Massachusetts State Legislators also bore fruit. Massachusetts State Law now requires that the prevailing rate of wages as established by the Printing Trade Unions be paid to all employees working on state printing contracts.<sup>2</sup> Committees from the Council also met with the Trustees of the Boston Public Library and endeavored to establish union wages for the bookbinders employed by the Library. In May, 1916, the Trustees agreed to pay the union scale to the bindery workers.<sup>3</sup>

Council members also visited civic officials of surrounding cities and suburbs. The Cambridge City Council passed a union label ordinance in May, 1916. Three years later the School Committees of Norwood and Walpole agreed to use label text books in their schools.<sup>4</sup>

By 1904, seven Boston newspapers had been granted the union label.<sup>5</sup> Except for the Christian Science Monitor, all of Boston's major news-

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1 Ibid., July 3, 1921.

2 Fiftieth Anniversary Program, Boston Allied Printing Trades Council.

3 Minutes of the Boston Allied Printing Trades Council, May 1, 1916.

4 Ibid., December 3, 1919.

5 Ibid., January 1, 1897, July 3, 1900, April, 1904, September, 1904.





papers were operated under union conditions. Therefore, label activities of the Council were directed almost exclusively at the Book and Job branch of the Printing industry. The greater part of the label activities of the Secretary-Treasurer and the Label Committee were directed at Boston's business establishments. Soliciting label patronage from this group was a slow process requiring constant attention and hard work. Random selection of the minutes of any meeting of the Council will almost invariably disclose a report of the Secretary or the Label Committee's attempt to persuade some manufacturing or mercantile firm to use the union label on their printing.

Appeals of the Councils to civic and business leaders to patronize union printing shops were augmented by the political and economic strength of the printing unions. Although the Boston Allied Printing Trade Council represents only a small percentage of organized labor in the city of Boston, the Council through its affiliation with the Boston Central Labor Union is able to obtain the backing of a large number of union workers. The B.C.L.U. is composed of delegates from the various American Federation of Labor Unions located in the City of Boston. While the Council itself is not directly associated with the Central Labor Union, all of the Boston Printing Unions are represented in that organization. Delegates to the Council are able to have their respective unions request the support of the Council's activities by the B.C.L.U.

Passing of favorable legislation was made easier because of the Council's affiliation with the Central Labor Union. Political office holders usually heed the legitimate requests of an organization backed by a substantial number of voters. Committees from the Council have addressed the B.C.L.U., asking the members not to patronize merchants





and manufacturers whose printing does not bear the union label.<sup>1</sup> The Label Committee received the support of the Central Labor Union during its campaigns to have the Boston School Committee purchase union text books.<sup>2</sup> The Council placed many non-union printing offices on the B.C.L.U.'s "unfair" list.<sup>3</sup>

By way of reciprocation, the Council supported the activities of other labor unions. The Council would ask its members to endorse the boycott of other unions and to purchase union-made goods.<sup>4</sup> Sometimes the interests of the Council clashed with that of other organizations. On several occasions the Council and the B.C.L.U. were at odds because the Central Labor Union had placed a label printing shop on its "unfair" list.<sup>5</sup> Upon one of these occasions the Council considered asking the printers to withdraw from the B.C.L.U., but later decided to urge all its members to be present at every meeting of the Central Labor Union and prevent a re-occurrence of such action.<sup>6</sup>

Regarding unfair lists or boycotts, the Council notified the other unions that it was not their duty to tell union printing offices who their customers should be, or censor in any way the contents of any paper, book, magazine, etc.<sup>7</sup> However, the Council did not allow the label to be used

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1 Ibid., October 1, 1900.

2 Ibid., January 6, 1895.

3 Ibid., June 3, 1912.

4 Ibid., January 17, 1898-July 3, 1900.

5 Ibid., March 2, 1908-April 5, 1915.

6 Ibid., April 5, 1915.

7 Ibid., February 6, 1899-April 3, 1899.





by employers to mislead the public. For example, the Secretary-Treasurer notified the J.W. Stieder Cigar Box Company not to place the Allied label on the printing of cigar boxes unless the boxes also bore the label of the Cigar-Makers Union.<sup>1</sup>

An indication of the early demand created for label printing may be had from the numerous attempts at counterfeiting and other illegal uses of the label. As early as 1896, the Council voted funds to hire a lawyer to take legal action against all persons who unlawfully used the Allied label.<sup>2</sup> At the January meeting of the Council, in 1908, the Secretary reported that he had instituted legal action against five business firms for illegal uses of the label.<sup>3</sup> At many other meetings unlawful uses of the label occupied the attention of the delegates.<sup>4</sup>

Another problem that confronted the delegates was the attempt of the weaker unions affiliated with the Council to use the label as an organizing device. Around the turn of the century, several poorly organized unions had requested the Council to withdraw the label from printing establishments because non-union employers within their trade jurisdiction were employed by these firms. Had the Council acted upon these requests, the weaker unions would have placed union employers in the position of surrendering the label, or forcing their employees to become unionized. In 1908, the Joint Conference Board ruled that the label was not to be used for organizational purposes.<sup>5</sup> After a union had organized a sub-

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1 Ibid., November 1, 1920.

2 Ibid., June 6, 1896.

3 Ibid., January 1, 1908.

4 Ibid., November, 1897, November, 1899, February 5, 1906, November 4, 1907.

5 Ibid., April 6, 1908.





stantial number of workers within its jurisdiction, it could expect the Council to act favorably on a request to compel label shops to employ only union members in that particular trade. Although it required the unanimous consent of all delegates to withdraw a label from any office, the Council ordinarily acted upon such requests if a union had a legitimate grievance. Today the printing unions are well organized in the City of Boston, and therefore there are no attempts to use the label as an organizing tool.

The Allied Printing Trades Council Union Label differs in one respect from the labels of other labor organizations. The plan of placing a distinctive mark upon union-made goods began with the Cigar Makers and the Hatters.<sup>1</sup> The Hatters' and Cigar Makers' labels are primarily intended to enable the purchaser to identify union-made goods. On the other hand, the Allied Printing Trades union label is often used to indicate to persons other than the customers that the work was done in a union office. Newspapers, magazines, sheet music, and books are purchased by the general public, and the Allied label placed on this type of printing serves the same purpose as the labels of the Cigar Makers, and Hatters. Other classes of printing matter, such as advertising, and business forms, are produced for the use of the customer or for free distribution. On such printed matter the label indicates to others that the customer has patronized union printing. For this reason, the distributors of printed matter sometimes fear that they will lose the patronage of unionists if their printing does not bear the Allied label.

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<sup>1</sup> Barnett, op. cit., p. 273.





## LABEL CONTRACT

The present-day label contract is the result of a series of revisions and amendments to the original agreement. At first the label offices had only to agree to pay the union's scale to the typographers, pressmen, stereotypers and mailers. As other unions became affiliated with the Council, their scales were included in the label agreement. By 1898, the Council required that all compositors, stereotypers, electrotypers, mailers, pressmen, pressfeeders, bookbinders, newswriters, and photo-engravers must be members of their respective unions, their scale of wages paid, and all apprentices' laws complied with before an employer could qualify for use of the label.<sup>1</sup> The Joint Board of Appeals prevented the Council from enforcing this agreement in behalf of the photo-engravers and newswriters, on the grounds that the label was being used for organizing purposes.<sup>2</sup> In 1913, the Council notified label offices that all bindery work must be performed in a label office, and that all "cuts" must bear the label of the International Photo-Engravers' Union.<sup>3</sup> As early as 1905, the Council required that all employees of label offices within trade jurisdiction of the stronger unions, be paid-up members of that particular union, or the label would be withdrawn.<sup>4</sup>

Today in order to qualify for the use of the Allied label, an applicant must;<sup>5</sup>

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<sup>1</sup> Minutes of the Boston Allied Printing Trades Council, January 17, 1898.

<sup>2</sup> Ibid., April 6, 1908.

<sup>3</sup> Ibid., December 1, 1913.

<sup>4</sup> Ibid., January 2, 1905.

<sup>5</sup> Application and License for Boston Allied Printing Trades Council Union Label, 1947.





- (1) Agree to use the label only on printed matter prepared, printed and completed at the establishment of the applicant, or, at any office named in the latest label list issued by the Allied Printing Trades Council of Boston.
- (2) Employ only members who are in good standing, (a) of the International Allied Printing Trades Association and (b) of the International Typographical Union, or the International Brotherhood of Bookbinders, or the International Stereotypers and Electrotypers' Union, or the International Photo-Engravers' Union.
- (3) Agree not to have any composition, photo-engraving, electrotyping, stereotyping, binding, mailing or ruling done in an office except one licensed by the Boston Council, or in an office employing only members in good standing of the unions affiliated with the Council. A label office may accept work from any source not proscribed by the Council, but the work necessary for its completion must be done in a union office, whether or not the label is to be placed on such work.
- (4) Employ at least two union employees who must be members of different International Unions.
- (5) Agree to place the label number on the right side of the label whenever use is made of the label.
- (6) Agree not to give, hire, or loan, or dispose of in any way whatsoever, to any other person, firm, or corporation, the label or imprints containing the label.
- (7) Agree to return all labels upon demand of the Council.
- (8) Agree that there shall be no extra charge made to customers for printed matter containing the label.





If the label applicant agrees to the above conditions, he is granted license to use the label. Title to the label or labels remains with the Boston Council. Section (7) assures the delegates that the Council will not become involved in any legal difficulty if they rule that the employer has violated the label contract, and decide to withdraw the label.

Label Contracts or Licenses expire on the 31st day of December, each year. Thus, while it requires the unanimous vote of all the delegates to withdraw a label from an employer, a single union is able to prevent a firm from renewing its license. Several labels of the same or different sizes may be issued to one applicant, depending upon the requirements of the business. Strict accounting of the labels is demanded by the Council. All labels damaged or otherwise made useless must be returned to the Council.

The provisions of a label license limits the authority of management more than a closed shop agreement. Not only must an employer agree to employ only union men, he must also send all work that is not completed on his premises to a label or union shop. As early as 1897, the Council began to require that label offices patronize union shops.<sup>1</sup> In that year the Council required that all label shops have their binding done in a union bindery. As other printing establishments became unionized, label offices were required to have such outside work performed in union shops.

A distinction must be made between a union printing office, and a label printing office. While a label office is likewise a union shop, not all union shops have made application for a label. For instance, at

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<sup>1</sup> Minutes of the Boston Allied Printing Trades Council, July 6, 1898.





the present time all the major city newspapers of Boston have contracts with the four printing trades (bookbinders are not employed by the newspaper industry), but none of them have made applications for use of the label. Union officials give two possible explanations for this condition.<sup>1</sup>

First, newspaper publishers and some book and job employers, while agreeing to operate union shops, have been unwilling to sign a label contract. They feel that the label license unnecessarily restricts their authority, particularly the requirement that all outside work be performed in a union shop. The second explanation is based on the use of the label itself. All advertisers and other customers of newspapers and printing houses are not in agreement with the principle of unionism and, therefore, employers feel that it is sometimes a better policy to omit the label from their printing. This attitude likewise prevails in label offices, for as a general rule no label is placed on printing unless it is requested by the customer.<sup>2</sup>

With many union shops not possessing the label, and label offices placing the union label on printing only upon specific request, the absence of the label can no longer be regarded as representative of non-union printing. The above two conditions make it more difficult for the Council to persuade business firms and other organizations to place the Allied label on their printing. As long as the printing is produced under union conditions, the Council has no legitimate complaint against any business organization. The unions affiliated with the Council have

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1 John J. Conley and Frank Connor, interview on July 8, 1947.

2 Ibid.

the present time all the major city newspapers of London have contracts with the four printing houses (positioned as not employed by the newspaper in 1937). But none of them have made arrangements for use of the label. Union officials give two possible explanations for this condition.

First, newspaper publishers and news boys and job printers, while agreeing to operate under the label, have been unwilling to sign a label agreement. They feel that the label license unnecessarily restricts their authority, particularly the requirement that all outside work be performed in a union shop. The second explanation is based on the use of the label itself. All advertising and other material of newspapers and printing houses are not in agreement with the principle of unionism and, therefore, publishers feel that it is undesirable to have a label on the label from their printing. This attitude likewise prevents the label, for as a general rule no label is placed on printing unless it is requested by the customer.<sup>2</sup>

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<sup>2</sup> John A. Gentry and Frank Gentry, interview on July 8, 1967.



taken a similar viewpoint. Union officials believe that the welfare of union members is equally protected by union and label offices.<sup>1</sup> Because of this attitude of union employers and union leaders, the Allied label is appearing less frequently on union printing. If this trend continues, the significance of the printer's label will be no longer understood by the public. The investment of time and money placed in the label by the Boston printing unions will likewise be lost. In the event future circumstances warrant an active label campaign, the Council may be forced to spend considerable money on advertising and other mediums, to re-educate the public as to the significance and desirability of the label.

However, the importance of the label to the printing unions has decreased. The label of any union has a two-fold purpose. By its presence, it indicates that the product was produced by a union worker; by its absence, it indicates that the article was made under non-union conditions. A union places its label on union-made goods with the hope that the consumer will purchase label marked goods and refuse to buy non-labeled goods. Now, if all the manufacturing plants producing a certain product were unionized, the second function of the label would be removed. But with the second function of the label no longer operating, there is no need to identify the products of union labor, since all the plants manufacturing the product are unionized.

Although the printing unions are not one hundred per cent. organized, the growth of all the printing unions has lessened the importance of the label. The bookbinders, who have the greatest per cent. of non-union

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<sup>1</sup> John J. Conley, interview on July 8, 1947.





workers within their trade jurisdiction, have at the present time unionized all the important shops within the Greater Boston area. At the present time, only the so-called "bedroom shops" are non-union.<sup>1</sup> In the parlance of the trade a "bedroom shop" is a small office employing only a few workers.

A campaign to solicit label patronage serves the same purpose as a boycott. In the case of the boycott, the consumer is asked not to deal with the unfair employer. Through the use of the label the public is requested to purchase only those goods marked with the union label. Both devices are used to divert patronage from the non-union employer. The boycott was used effectively by the Council in its fight against publishers whose printing had nation-wide distribution. It was by means of a boycott that the Firms of Ginn and Company and the Plimpton Press became unionized. Local Councils of other cities did little to publicize the label.<sup>2</sup> Consequently, the Council was required to rely on the boycott when it sought to divert patronage from Boston firms who distributed their product over large sections of the country.

Therefore, several factors have lessened the importance of the union label to the printing unions. The label is no longer an exclusive symbol of union craftsmanship; labels are placed on printing only when requested by the customer, and as a result of this policy, the printing label is appearing less frequently. Because all the printing unions are well organized, the need for a label to distinguish between union and non-union work has all but been eliminated. Lastly, the boycott, which is used to achieve the same end as a label campaign, had to be used when dealing with large firms.

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<sup>1</sup> John Barry, International Representative of the I.B.B., interviewed on July 2, 1947.

<sup>2</sup> Barnett, op. cit., p. 277.





Justification for the existence of the Council must now depend upon activities other than label matters. Activities of the Council in the various phases of collective bargaining have been discussed in the previous chapter. A description of other activities engaged in by the Council will now be taken up.





## Chapter VII

ORGANIZATIONAL WORK AND BOYCOTTS CONDUCTED UNDER  
THE AUSPICES OF THE BOSTON COUNCIL

The Council's work in advocating the Allied Label, and its participation in the various phases of collective bargaining, have already been discussed. The other major activities of the Council are "Organizational Work", and conducting of "Boycotts".

Formation of the Council was initiated by the Pressmen so they would have the assistance of other unions in their fight to obtain recognition from the newspaper publishers. At that time the only union capable of rendering adequate assistance was the Boston Typographical Union #13. However, members of all the affiliated unions rendered what assistance they were able to give, and their combined strength was one factor that strengthened the position of the Pressmen, and later the Mailers and Stereotypers. In February, 1895, the Council appointed a committee of three to assist in the establishment of a Press Feeders Union. Other unions that were assisted by the Council while they were weakly organized were the Newswriters Union #1, Stampers Union #14, and the Cambridge Typographical Union #61.<sup>1</sup>

The Council also supported the stronger unions in their organizational drives, and in their struggles to secure greater grants from the employer. In January, 1901, the Council appointed a Committee to assist the Boston Typographical Union in its efforts to organize the office of J.J. Araykley.<sup>2</sup> A special meeting of the Council was called in July,

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<sup>1</sup> Minutes of the Boston Allied Printing Trades Council, February 18, 1895.

<sup>2</sup> Ibid., January 7, 1901.





1910, to devise plans for assisting the Photo-Engravers, who were on strike. The Council pledged its support to the Photo-Engravers, and a Committee was appointed to assist that union.<sup>1</sup> Many other instances of support given to the affiliated unions by the Council are recorded in the minutes of the Council.<sup>2</sup>

To illustrate the procedure followed by the Council in this type of work, the assistance rendered by the Council to the Newswriters will be discussed. Without the aid of the Council, it is very doubtful whether the Newswriters' Union would have continued to exist. This union was founded on June 6, 1894, and received a charter from the I.T.U. the following year. In June, 1897, representatives from the Newswriters' Union were seated in the Council. The Newswriters surrendered their I.T.U. charter in 1923 and became the A.F. of L. Union #17662. Many of its members joined the American Newspaper Guild in 1933 but retained their membership in Local #17662. The A.F. of L. union was disbanded when the Guild became an affiliate of the A.F. of L., in 1936.<sup>3</sup> Since the dissolution of Local #17662, the Newswriters have not been represented in the Council. Before they became associated with the Guild, the Newswriters were without the backing of their own International Union, and consequently relied upon the Council for outside support.

When the Boston American made application for the label, in 1904, the Council notified the newspaper that it would be granted if all the

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1 Ibid., July 29, 1910.

2 Ibid., January 2, 1905, May, 1897, December 6, 1915.

3 Collective Bargaining in the Newspaper Industry, National Labor Relations Board, Division of Economic Research, Bulletin No. 3, October, 1938, pp. 111-113.





reporters employed by the American joined the Newswriters' Union. Secretary-Treasurer McDonald assisted the Newswriters in signing up the American's reporters in the Newswriters' Union. Because the management of the American desired to obtain the label, the Newswriters had no difficulty in enlisting all the reporters employed by the paper into their organization.<sup>1</sup>

In 1908, the Newswriters requested the Council to withdraw the label from the Traveller because it employed newswriters who did not belong to their union. The Council was prevented from acting upon this request because the Joint Conference Board ruled that the Label was being used for organizing purposes.<sup>2</sup>

Around the turn of the century such Boston newspapers as the Traveller, Herald, Post, Journal, Globe, Advertiser, Record, and American were label offices. Despite the ruling of the Joint Conference Board, the Secretary continued to call upon the publishers whenever non-union newswriters were employed by newspapers possessing the label.<sup>3</sup> However, no labels were removed from a newspaper for employing non-union reporters until 1919.<sup>4</sup> In all probability the Secretary-Treasurer merely threatened to revoke the label license or relied upon the prestige of the Council to persuade publishers to compel their newswriters to join the union. The Secretary-Treasurer also helped the newswriters to collect dues from their members.<sup>5</sup>

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<sup>1</sup> Minutes of the Boston Allied Printing Trades Council, April 4, 1904.

<sup>2</sup> Ibid., April 6, 1908.

<sup>3</sup> Ibid., October 10, 1910.

<sup>4</sup> Ibid., August 18, 1919.

<sup>5</sup> Collective Bargaining in the Newspaper Industry, National Labor Relations Board, Division of Economic Research, Bulletin #3, Oct. 1938, pp. 111-113.





During the first twenty-five years of its existence, the Newswriters' Union failed to obtain an agreement from the publishers.<sup>1</sup> Part, if not all the credit for keeping this organization intact in the face of continuous failure, was due to the efforts of the Council. In August, 1919, the label was withdrawn from the American because it continued to employ non-union reporters. The following month the President and Secretary of the Council called upon the Publishers' Association and asked them to extend recognition to the Newswriters.<sup>2</sup> At the September meeting of the Council, the Secretary reported that the Publishers' Association had entered into a memorandum agreement with the Newswriters' Union.<sup>3</sup> This agreement was renewed each year until 1925. In that year the publishers refused to sign a new agreement, but continued previous wages and working conditions until 1929. The Council was unable to provide any further assistance to the newswriters because of the depression, and because by that time, the newspapers were no longer concerned with the label.

In appraising the assistance given by the Council to the newswriters, we find that a large part of it was based on the prestige of the label. Yet the Council successfully negotiated the first agreement for the newswriters without recourse to the label. The Publishers' Association, as such, had no label. In that instance, the prestige of the Council itself appears to have influenced the Publishers' Association, although such factors as the strength of the Newswriters' Union, and general business conditions at that particular time, may also have affected the

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1 Minutes of the Boston Allied Printing Trades Council, March 2, 1908.

2 Ibid., September 15, 1919.

3 Ibid.





decision of the publishers. Recruiting reporters and collecting union dues were other services rendered by the Council that were not directly associated with the label. No other union received such continued support from the Council as did the newswriters. This, of course, was due to the fact that the other unions were better able to support themselves and only occasionally called for the Council's assistance.

Because all the affiliated unions **are** now well organized, and all backed by strong International organizations, the possibility of the Council being called upon to render aid similar to that extended to the early pressmen, or the newswriters, appears remote. However, if a situation developed which affected the security of any of the affiliated unions, the Council would, if we judge from past experiences, play a leading role in protecting the interests of its members.

The Council began its first successful joint organizing campaign in March, 1941. Other joint drives were attempted in 1919, 1930, and 1933,<sup>1</sup> but none of these drives achieved any success. The reason for the failure of the earlier campaigns was due apparently to the lack of effort by the Council's delegates. In each case organizing committees were appointed, but no further mention of them is recorded in the minutes of the Council.

A special meeting of the Council was called on March 21, 1941, to formulate plans for a joint organizing drive. After the Organizing Committee was selected, the delegates voted that:<sup>2</sup>

- (1) The organizing campaign was to be conducted under the name of the Council.

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1 Ibid., February 3, 1919, September 15, 1930, October 2, 1933.

2 Ibid., March 21, 1941.





- (2) Expenses of the campaign were to be paid by (a) an appropriation from the Council and (b) contributions of equal amounts to be paid into a common fund by the Typographical, Pressmen, and Bookbinders Unions. Other affiliated unions were free to contribute any amount of money that they deemed adequate.
- (3) Uniform initiation fees (except for women).
- (4) Negotiations and agreements were to be of a joint nature unless conditions made such action impractical.

The Council voted \$500.00 to start the campaign and contributed another \$1,000.00 before the Organizing Committee was discharged in 1944.<sup>1</sup> During the late thirties, the Council was relatively inactive and had managed to build up this surplus.

A separate office was rented by the Organizing Committee. International representatives and organizers from the various affiliated unions assisted the members of the Committee. The Committee printed common membership application cards which were used by all of the unions during the organizing drives. Each member of the Organizing Committee was empowered to sign up all applicants whether or not the applicants were within the committee member's trade jurisdiction.

Mr. Martin J. Casey, past President of the Council and Vice-President of the International Stereotypers and Electrotypers' Union, gives two reasons for the success of the drive.<sup>2</sup> First, by working together, the affiliated unions were able to contact more applicants than would have been possible had each union conducted its own organizational drive. Although each member of the Organizing Committee concentrated on recruiting members for his own organization, all members of the committee cooperated with each other by signing up employees of all the printing

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1 Ibid., March 21, 1941, January 4, 1943.

2 Interview with Mr. Martin J. Casey, July 7, 1947.





crafts. The second reason is that workers appear to be more favorably inclined to unionism when they see members of all crafts joining their respective unions.

In May, 1941, the Organizing Committee stated that they had established contracts in thirty book and job shops, and had won N.L.R.B. elections in the Gainsboro Press and the Parsons Press.<sup>1</sup> By September, 1941, fourteen additional plant elections had been won. Mr. Connell informed the Council that, as a result of the organizing drive, his union had been successful in signing agreements with two shops.<sup>2</sup> In June, 1943, the Council reported that for the first time, union shops were predominant in the Boston area.<sup>3</sup> Other gains were made by the Committee before it was disbanded in June, 1944.<sup>4</sup>

The Council proved its usefulness to all the printing unions during the 1941 organizing drive. Because all the Boston printing unions are highly organized at the present time, it might be argued that the Council's usefulness in this type of work has ended. However, there is no guarantee that the printing crafts will continue to enjoy their present state of prosperity. There have been cycles in the labor movement just as there have been business cycles. Although the printing trades have union or closed shop contracts with the majority of Boston newspapers and book and job shops, there is still the possibility that the cycle may again reach its low. If this does occur a joint organizing drive may be needed to restore the Boston Printing Unions to their present status.

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1 Minutes of the Boston Allied Printing Trades Council, May 5, 1941.

2 Ibid., September 29, 1941.

3 Ibid., June 7, 1943.

4 Ibid., April 6, 1942-December 6, 1943.





## BOYCOTTS

Both local and nation-wide boycotts were conducted by the Council. The Council has relied mainly upon the Allied Label to divert patronage from the non-union firms which sold their services to local consumers. However, non-union shops were placed on the Council's, and the Boston Central Labor Union's "unfair list".<sup>1</sup> Because the Printing Trades Councils of other cities did not create a demand for label printing, the Council had to resort to the boycott to divert patronage from the non-union firms which distributed their products over a nation-wide area.

The Council referred to nation-wide boycotts as publicity campaigns. Publicity campaigns were directed against Ginn and Company, Plimpton Press, Riverside Press, L.C. Paige Company, and other publishing houses.<sup>2</sup> Publicity was also employed against the following publications: Modern Youth, Youth's Companion, and the Christian Endeavor.<sup>3</sup>

The Council followed the same general procedure in all of its publicity campaigns. A letter was drawn up charging the particular firm or publication with whatever unfair practices they were guilty of. This letter was then printed and sent to fraternal organizations, church groups, business establishments, labor unions, central labor unions, printing trades councils, school committees, and city and state officials throughout the country. The Council received the cooperation of the central labor unions, printing trades councils, and other labor unions because it had given publicity to the practices of unfair firms at the request of other labor organizations.<sup>4</sup>

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1 Ibid., October, 1900.

2 Ibid., June 6, 1921, September 21, 1931.

3 Ibid., June 6, 1921, June, 1922.

4 Ibid., May 7, 1906.





On November 1, 1943, the Council conducted a publicity campaign against the Colonial Press. The Secretary-Treasurer went to New York City to seek the assistance of the New York Allied Printing Trades Council during the campaign. Officials of the New York Council arranged a meeting with the New York Employing Printers Association. As a result of this meeting the Vicking Press, William Morrow and Company, Prentice Hall, and Pocket Books Incorporated, withdrew their patronage from the Colonial Press.<sup>1</sup> At that time the Organizing Committee was attempting to unionize the Colonial Press but had met with little success. At the December, 1943, meeting of the Council, the Committee reported that contracts had been signed with the Colonial Press.<sup>2</sup>

Mr. John J. Connolly states that, although the publicity campaigns have as a general rule proved to be highly successful, the Council employs this device only as a last resort. The reason for this attitude is that such action tends to divert patronage away from the unfair employers permanently. Even though the Council notifies all parties when the boycott is lifted, there remains a prejudice against the firm long after the boycott has been removed. If the publicity campaign or boycott is carried on for any length of time, customers of the publishing houses seek new sources of supply, and very often do not revert to their old suppliers when the boycott is lifted. Unless the new suppliers are located in Boston, the Boston printing trades, as well as the boycotted firm, suffer the effects of a publicity campaign.

The major undertakings of the Boston Allied Printing Trades Council

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<sup>1</sup> Ibid., November 1, 1943.

<sup>2</sup> Ibid., December 6, 1943.





have been recorded in the preceding pages of this thesis. A summary of these activities will now be made to determine the future importance of the Council to the printing unions of Boston.





## CONCLUSION

The activities of the Council have been grouped into four categories: label affairs, organizational work, boycotts, and collective bargaining. Since 1911, the only activity regulated by the International Allied Printing Trades Association has been the union label. The label regulations of the I.A.P.T.A. were of a negative nature. Such positive action as creating a demand for label printing was undertaken by the Council on its own initiative. Notwithstanding the diligence of the Council in promoting label printing, the importance of the Allied label has declined. This has been due to three causes: (1) the small number of non-union shops, (2) many union shops have not applied for label licenses, and (3) the practice followed by label offices of placing the label on printing only on specific request. However, even if the Printing Trades discarded the label, the Council would still be able to justify its existence by pointing to other services it has rendered to its affiliated unions.

Joint organizing drives and publicity campaigns have aided all the Boston printing unions in recruiting more members and obtaining acceptances of their demands from the employers. At the present time, all newspapers and nearly all the book and job shops within the Greater Boston area have collective bargaining agreements with one or more of the Council's unions. For this reason separate organizing drives by the particular unions concerned appears to be the most practical manner in which to organize the few remaining non-union shops. However, there is no guarantee that the printing unions will continue to enjoy their present popularity, and joint organizing drives may again prove their usefulness. The Council has also assisted individual unions in their organizational work. This aid is still available to all the affiliated unions.





The ability of the Council to wage successful boycotts and publicity campaigns strengthens the bargaining position of all the Boston printing unions. Although nationwide publicity campaigns must be used sparingly if the Boston printing industry is not to suffer, the threat to employ this device may be used to deter some employers from becoming involved in unfair labor practices.

Whether or not other joint contracts will be signed is open to doubt. Although no joint agreements have been signed since 1920, the delegates did agree to enter into joint contracts in 1941. The Council will continue to assist the printing unions in other phases of collective bargaining. All unions affiliated with the Council have access to the wage scales and other working conditions contained in the collective bargaining agreements of all the Council's unions. Through their association with each other at the Council's meetings, the delegates will be able to arrange concurrent contract dates and other informal agreements.

The greatest service which the Council renders to the Boston printing trades is providing the opportunity for the representatives of its affiliated unions to meet with one another and to discuss their problems and devise plans for joint action. Because of this association the Council's unions have entered into joint contracts and have conducted publicity campaigns and organizing drives that have proved beneficial to all of Boston's printing trades. Future conditions may warrant other forms of united action as well as a repetition of the several types of joint action enacted in the past. Whether the printing trades will engage in other programs of mutual help depends upon their continued association with each other at the meetings of the Boston Council.





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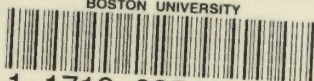


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